

03.2

GRI table

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	NOTES	PARAGRAPH
102-1	Name of the organisation		Company Overview: illycaffè in a nutshell
102-2	Activities, brands, products, and services		Company Overview: illycaffè in a nutshell
102-3	Location of headquarters		Company Overview: illycaffè in a nutshell
102-4	Location of operations		Company Overview: illycaffè in a nutshell
102-5	Ownership and legal form		Company Overview: illycaffè in a nutshell
102-6	Markets served		Company Overview: illycaffè in a nutshell
102-7	Scale of the organization		Company Overview: illycaffè in a nutshell
102-8	Information on employees and other workers		Human capital
102-9	Supply chain		Value chain
102-10	Significant changes to the organisation and its supply chain		The illycaffè model for a sustainable supply chain
102-11	Precautionary principle or approach	<i>illycaffè adopts a precautionary approach to reducing the environmental impact of production processes and products, through environmental and health and safety management systems, a risk management system and the supervision of the Sustainability Committee</i>	Productive capital – Human capital – Natural capital
102-12	External initiatives		Relational capital
102-13	Membership of associations		The value of the community and local area
102-14	Statement from senior decision-maker		Letter to the stakeholders

SEED:S

Social
Environmental
Economic
Development
Sustainability

102-16	Values, principles, standards, and norms of behaviour		The purpose Mission, vision and values; illycaffè as a Società Benefit
102-18	Governance structure		Corporate governance and organisational structure
102-40	List of stakeholder groups		Sustainability strategy and governance
102-41	Collective bargaining agreements	100% of employees are subject to the provisions of national contracts and current regulations in the various countries in which the company operates	
102-42	Identifying and selecting stakeholders		Sustainability strategy and governance
102-43	Approach to stakeholder engagement		Sustainability strategy and governance
102-44	Key topics and concerns raised		Sustainability strategy and governance
102-45	Entities included in the consolidated financial statements		Methodological note
102-46	Defining report content and topic boundaries		Methodological note
102-47	List of material topics		Dialogue with stakeholders
102-48	Restatements of information		Methodological note
102-49	Significant changes in reporting		Methodological note
102-50	Reporting period		Methodological note
102-51	Date of most recent report		Methodological note
102-52	Reporting period		Methodological note
102-53	Contact point for questions regarding the report		Methodological note
102-54	Claims of reporting in accordance with the GRI Standards		Methodological note
102-55	GRI content index		GRI identification table
102-56	External assurance		Assurance
103-1	Explanation of the material topic and its boundary		Dialogue with stakeholders
201-1	Direct economic value generated and distributed		Financial results

202-2	Proportion of senior management hired from the local community		Employment
203-1	Infrastructure investments and services supported		Relational capital – intellectual capital – sustainability strategy and governance
204-1	Proportion of spending on local suppliers		Suppliers of goods and services
205-2	Communication and training about anti-corruption policies and procedures	The Company has adopted an Organisation, Management and Control Model (pursuant to Legislative Decree no. 231/2001) that aims to prevent or combat the commission of various offences, including corruption	
301-1	Materials used by weight and volume		Raw materials
302-1	Energy consumption within the organisation		Energy management
303-1	Water withdrawal by source		Water management
304-2	Significant impacts of activities, products, and services on biodiversity		Biodiversity
305-1	Direct GHG emissions (Scope 1)		Air emissions
305-2	GHG emissions for energy production (Scope 2)		Air emissions
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		Air emissions
307-1	Non-compliance with environmental laws and regulations	There have been no financial penalties or formal complaints relating to environmental issues either in Italy or abroad	
308-1	New suppliers that were screened using environmental criteria	The company has determined, in line with audit criteria for DNV's Sustainable Procurement Process certification, that it will monitor 100% of the supply chains over a three-year period. Therefore not all suppliers (new/ with a long-standing business relationship) are annually audited.	
401-1	New employee hires and employee turnover		Employment

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Internal communication and employee benefits
402-1	Minimum notice periods regarding operational changes	100% of employees are subject to the provisions of national contracts and current regulations in the various countries in which the company operates. The period therefore varies based on the above.	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities		Health and safety in the workplace
403-3	Workers with high incidence or high risk of diseases related to their occupation		Health and safety in the workplace
404-1	Average hours of training per year per employee		Training and development of human capital
405-1	Diversity of governance bodies and employees		Employment
405-2	Ratio of basic salary and remuneration of women to men		Employment
406-1	Incidents of discrimination and corrective actions taken	No incidents recorded	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The risk is very low, therefore no action was taken	
408-1	Operations and suppliers at significant risk for incidents of child labour		The illycaffè model for a sustainable supply chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	The risk is low, therefore no action was taken	
410-1	Percentage of security personnel trained in human rights policies or procedures		Health and safety in the workplace
411-1	Number of violations involving rights of indigenous people	No incidents recorded	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		The illycaffè model for a sustainable supply chain
413-1	Operations with local community engagement, impact assessments, and development programs		The value of the community and local area

414-1	New suppliers that were screened using social criteria	The company has determined, in line with audit criteria for DNV's Sustainable Procurement Process certification, that it will monitor 100% of the supply chains over a three-year period. Therefore not all suppliers (new/with a long-standing business relationship) are annually audited.	
415-1	Total value of political contributions	No political contributions were paid to parties and related institutions. illycaffè is a member of industry and representative associations and supports the payment of the relative membership fees	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
417-3	Incidents of non-compliance concerning marketing communications	No incidents recorded	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents recorded	
419-1	Non-compliance with laws and regulations in the social and economic area	No incidents recorded	