

■ 5.2

GRI Charts

GENERAL STANDARD DISCLOSURES		PARAGRAPH
STRATEGY AND ANALYSES		
G4-1		Declaration by Pres. A.D.
PROFILE OF THE ORGANIZATION		
G4-3	Name of the organization	1.2 Profile
G4-4	Trademarks, products and services	1.2
G4-5	Main headquarters	1.2
G4-6	Number of countries in which the organization operates	1.2
G4-7	Ownership and legal form	1.2 + 1.5 corporate governance
G4-8	Markets served	1.2 Profile
G4-9	Size of the organization	1.2
G4-10	Characteristics of the workforce	2.4.1 Employment
	Employees covered by collective labor contracts	
G4-11	Note: all employees are covered by the dispositions of the national contracts and regulations in force in the various countries in which the company operates	2.4.1
G4-12	Description of the supply chain	2.5 Suppliers + 4.3 Supply chain
G4-13	Significant changes in the dimensions, structure, ownership or new supply chain during the reporting period	5.2 Tab GRI
	Precautionary approach	
G4-14	<i>Note: illycaffè adopts the precautionary approach to reduce the environmental impact of its production processes and its products, according to principle no. 15 of the 1992 UN Rio Declaration on Environment and Development</i>	1.4.2 + 3.2. Environmental commitment
G4-15	Adoption of external codes and principles in economic, social and environmental matters	1.4.1 Strategy and administration of sustainability
G4-16	Participation with associations or organizations	2.6.2
MATERIALITY AND PERIMETERS OF THE REPORT		
G4-17	Bodies included in the balance sheet	5.1
G4-18	Principles defining the contents	5.1
G4-19	Material aspects identified in the definition of the contents	1.8.2
G4-20	Participation with associations or organizations	1.8.2

G4-21	Material aspects outside the organization	1.8.2
G4-22	Explanation of the effects of any modifications to the information in the preceding report and relative motivations <i>Note: no modifications of this kind were made</i>	5.3 Tab GRI
G4-23	Significant changes of objectives or perimeters with respect to the previous balance sheet	5.1

STAKEHOLDER ENGAGEMENT

G4-24	Groups of stakeholders involved by the organization	1.8.1
G4-25	Identification and selection of the stakeholders to involve	1.8.1
G4-26	Approach to the involvement of the stakeholders	1.8.1
G4-27	Key aspects which emerged from the involvement of the stakeholders	1.8.1

PROFILE OF THE REPORT

G4-28	Period of reporting	5.1
G4-29	Date of publication of previous report: 2015.	5.1
G4-30	Periodicity of the report: annual	5.1
G4-31	Contacts and addresses for information about the balance sheet	5.1
G4-32	Index of the GRI contents and indication of the option "In accordance"	5.2
G4-33	External attestation	5.3 Assurance

GOVERNANCE

G4-34	Governing structure	1.5 Corporate governance
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ETHICS AND INTEGRITY

G4-56	Values, principles, standards and conduct rules of the organization	1.3.1
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MATERIAL ASPECTS

PARAGRAPH

CATEGORY: ECONOMIC

ECONOMIC PERFORMANCE

DMA		4.4 added value
EC1	Economic value directly generated and distributed	4.4 added value

PRESENCE ON THE MARKET

Non material

INDIRECT ECONOMIC IMPACTS

DMA		2.6.2 community support 4.3.3 interventions on supply chain
EC7	Development and impact of investments in infrastructures and services for "public utility"	2.6.2 community support 4.3.3 interventions on supply chain

SUPPLY PRACTICES

DMA		2.5 suppliers
EC9	Policies, practices and spending percentages concentrated on local suppliers in relation to the most significant operative branches	2.5 suppliers
FP1	Percentage of the volume of purchases made by suppliers operating in accordance with the company's supply policies	4.3.2 RSCP
FP2	Percentage of the volume of purchases with verified conformity with production standards of responsibility which are credible and recognized internationally, separated per standard	4.3.2 RSCP

CATEGORY: ENVIRONMENT

MATERIALS

DMA		3.4 raw materials
EN1	Material used	3.4 raw materials

ENERGY

DMA		3.5 energy
EN3	Energy consumption within the organization	3.5 energy

WATER

DMA		3.6 water
EN8	Total volume of water withdrawn per supply source	3.6 water

BIODIVERSITY

DMA		3.2 Environmental commitment + 3.10 Sustainable Agr. and biodiversity
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EN12	Description of greater impact of activities, products and services on the biodiversity of protected areas or areas with high external biodiversity outside protected areas	3.10 Sustainable Agr. and biodiversity
EMISSION		
DMA		3.3 emission
EN15	Direct emissions of greenhouse gases (GHG) (Scope 1)	3.3 emission
GARBAGE AND WASTE		
DMA		
EN23	Total weight of waste per type and disposal method	3.7 Garbage
PRODUCTS AND SERVICES		
DMA		3.8 Product disposal
EN27	Mitigation of the impact of products and services on the environment	3.5+3.6+3.8
CONFORMITY		
DMA		3.2 Environmental commitment
EN29	Monetary value of the significant fines and total number of non-monetary penalties for not respecting environmental laws and regulations	3.2
TRANSPORTATION		
DMA		3.9 transportation
EN30	Significant environmental impact of the transportation of products and goods/materials and for personnel travel	3.9 transportation
GENERAL		
DMA		3.2 Environmental commitment
EN31	Total costs and environmental investments per type of product	3.2
ENVIRONMENTAL EVALUATION OF THE SUPPLIERS		
DMA		4.3.2 RSCP
EN32	Percentage of new suppliers evaluated according to environmental criteria <i>Note: all new green coffee suppliers are inserted in the illycaffè evaluation program and are evaluated according to the criteria and timetables established with the protocol B of the RSCP certification</i>	4.3.2 + 2.5
COMPLAINT MECHANISMS DUE TO ENVIRONMENTAL ASPECTS		Non material

CATEGORY: SOCIAL		
EMPLOYMENT		
DMA		2.4.1 Employment
LA1	Number and rate of new hirings and personnel turnover	2.4.1 Employment
INDUSTRIAL RELATIONS		
FP3	Percentage of work hours lost due to industrial disputes, strikes and lockouts, per country	Non material
HEALTH AND WORKPLACE SAFETY		
DMA		2.4.3 salute e sicurezza
LA6	Rate of on-the-job accidents, illness, workdays lost, absenteeism and total number of deceases	2.4.3
INFORMATION AND TRAINING		
DMA		2.4.2 training and development
LA9	Personnel training	2.4.2
DIVERSITY AND EQUAL OPPORTUNITIES		
DMA		Employment
LA12	Ratio between the basic salary of women and that of men	2.4.1 employment
SALARY EQUALITY PER MEN AND WOMEN		
DMA		Employment
LA13	Ratio between the basic salary of women and that of men	2.4.1 employment
EVALUATION OF THE SUPPLIERS ON THE BASIS OF WORK POLICIES AND CONDITIONS		
DMA		4.3.2 RSCP
LA14	Evaluation of suppliers on the basis of criteria tied to work policies and conditions <i>Note: all new green coffee suppliers are inserted in the illycaffè evaluation program and are evaluated according to the criteria and timetables established with the protocol B of the RSCP certification</i>	4.3.2
COMPLAINT MECHANISMS FOR WORK REASONS		-

CATEGORY: HUMAN RIGHTS		
INVESTMENTS		
DMA		2.7+4.3.1
HR1	Percentage and total number of investment agreements and significant contracts which include human rights clauses or which undergo relative screening <i>Note: the company applies the indications contained in its own Ethical Code in all its relationships of collaboration and the requisites of the Responsible Supply Chain Process along the entire productive chain</i>	2.7+4.3.1
NON DISCRIMINATION		
DMA		2.7+4.3.1
HR3	Total number of episodes tied to discriminatory practices and corrective actions undertaken	<u>No episodes detected</u>
FREEDOM OF ASSOCIATION OF COLLECTIVE BARGAINING		
DMA		2.7+4.3.2
HR4	Identification of the activities and main suppliers in which the freedom of association and collective bargaining can be violated or exposed to significant risks and the actions undertaken in defense of these rights. <i>Note: all new green coffee suppliers are inserted in the illycaffè evaluation program and are evaluated according to the criteria and timetables established with the protocol B of the RSCP certification</i>	4.3.2 Not significant for other suppliers
LAVORO MINORILE		
DMA		2.7+4.3.2
HR5	Identification of the operations and main suppliers with a high risk of use of child labor and measures adopted to contribute to its effective abolition <i>Note: all new green coffee suppliers are inserted in the illycaffè evaluation program and are evaluated according to the criteria and timetables established with the protocol B of the RSCP certification</i>	4.3.2 Not significant for other suppliers
FORCED LABOR		
DMA		2.7+4.3.2
HR6	Activities and main suppliers with a high risk of use of forced labor and measures undertaken to help abolish every form of it <i>Note: all new green coffee suppliers are inserted in the illycaffè evaluation program and are evaluated according to the criteria and timetables established with the protocol B of the RSCP certification</i>	4.3.2 Not significant for other suppliers
SAFETY PRACTICES		
		Non material
RIGHTS OF THE LOCAL COMMUNITY		
DMA		2.7+4.3.2

HR8	Number of violations of the rights of the local community and actions undertaken <i>Note: no episode detected</i>	4.3.2 RSCP Not significant for other suppliers
EVALUATION		
DMA		2.7+4.3.2
HR9	Percentage and total number of activities submitted to impact controls and/or evaluations with regard to human rights	
EVALUATION OF THE SUPPLIERS ON THE BASIS OF HUMAN RIGHTS		
DMA		4.3.2
HR10	Percentage of new suppliers submitted to screening regarding human rights	4.3.2
COMPLAINT MECHANISMS REGARDING HUMAN RIGHTS		Non material
CATEGORY: SOCIETY		
LOCAL COMMUNITIES		
DMA		2.6 communities
SO1	Percentage of operations involving the local community, evaluation of the impacts and development programs	2.6 communities + 4.3.3 illycaffè's role in the supply chain
ANTI-CORRUPTION		
DMA	<i>Note: the company has adopted a Model of Organization, management and control (by legislative decree, 231/2001) which aims to prevent or contrast the perpetration of crimes including corruption.</i>	1.5 Corporate Governance
SO4	Communication and training on anti-corruption policies and procedures	
PUBLIC POLICY		
DMA		1.5 Corporate Governance
SO6	Total political contributions and relative institutions per country and beneficiary. <i>Note: no political contributions have been paid to parties and relative institutions. illycaffè belongs to sector and representative associations and supports the payment of the relative dues.</i>	2.6.2 + 4.4
UNFAIR COMPETITION		Non material

COMPLIANCE		
DMA		1.5 Corporate Governance
SO8	Monetary value of the significant fines and total number of non-monetary fines for non-conformity to laws or regulations	<u>No fines of this nature</u>

EVALUATION OF THE SUPPLIERS ON THE BASIS OF THEIR IMPACT ON SOCIETY		
DMA		4.3.2 RSCP
SO09	Percentage of new suppliers evaluated according to criteria of their impact on society <i>Note: all new green coffee suppliers are inserted in the illycaffè evaluation program and are evaluated according to the criteria and timetables established with the protocol B of the RSCP certification</i>	4.3.2

COMPLAINT MECHANISMS REGARDING IMPACT ON SOCIETY		Non material
HEALTHY FOOD AT AFFORDABLE PRICES		Non material
DMA		Non material
WELLBEING OF ANIMALS		Non applicable

CATEGORY: PRODUCT RESPONSIBILITY

HEALTH AND SAFETY OF CONSUMERS		
DMA		2.2 health and safety of consumers
PR1	Categories of products and services submitted to evaluations in order to improve health and safety	2.2
FP5	Percentage of the volume of production manufactured in plants certified by an independent outside body according to standards of health safety management systems recognized on an international level	2.2
FP6	Percentage of volume of total sales of consumer products, divided by category, which contain ingredients enriched with nutritional substances, such as fiber, vitamins, minerals, phytochemicals or functional food additives	2.2
FP7	Percentage of volume of total sales of consumer products, divided by category, which contain ingredients enriched with nutritional substances, such as fiber, vitamins, minerals, phytochemicals or functional food additives	2.2
LABELING OF PRODUCTS AND SERVICES		
DMA		
PR5	Results of client satisfaction surveys	2.3.3 listening and satisfaction

MARKETING ACTIVITIES		
DMA		
PR6	Sale of products which are banned or the object of dispute	<u>No products of this type are sold</u>

PRIVACY DEL CONSUMATORE		
DMA		
PR8	Number of documented complaints regarding violations of privacy and loss of consumer data	<u>No complaints of this nature</u>

COMPLIANCE		
DMA		
PR9	Monetary value of the main fines for non-conformity to laws or regulations regarding the supply and use of products or services	<u>No fines of this nature</u>