

OUR LAND, OUR COMMITMENT

Sustainability
Report
2023



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It is with great satisfaction that we present **our first Sustainability Report**, a document that reflects our commitment to enhancing production activities for **quality**, distribution of **wealth**, **inclusion** and **commitment** to the environment and the future of the planet.

Find out how we strive every day, with passion and dedication, to **cultivate a more sustainable future**.

GRUPPO CARLI

WITH ROOTS GROUNDED IN THE PAST AND A VISION SET ON THE FUTURE

Our story has its roots in the 1960s, when a deep passion for the land gave rise to the Gruppo Carli. Today, we are a **solid agro-industrial enterprise, a leader in forage production** both in Italy and internationally.

Three generations of the Carli family—first, second, and third—work side by side, proudly managing 17 companies located across Central and Northern Italy. We specialize in the **production of forages for animal nutrition and welfare, as well as in the cultivation of cereals.**

With approximately **233 direct employees** and partnerships involving over 20,000 people, our daily commitment is focused on creating value and well-being for individuals, the local economy, and the land.



350,000 t.

Annual fodder production



20,000 t.

Annual production of organic cereals



35,000 ha

Land involved in the activity



5

Production facilities



9,4 MW

Renewable energy installed
on own roofs



233

Workforce



80

Countries we export to

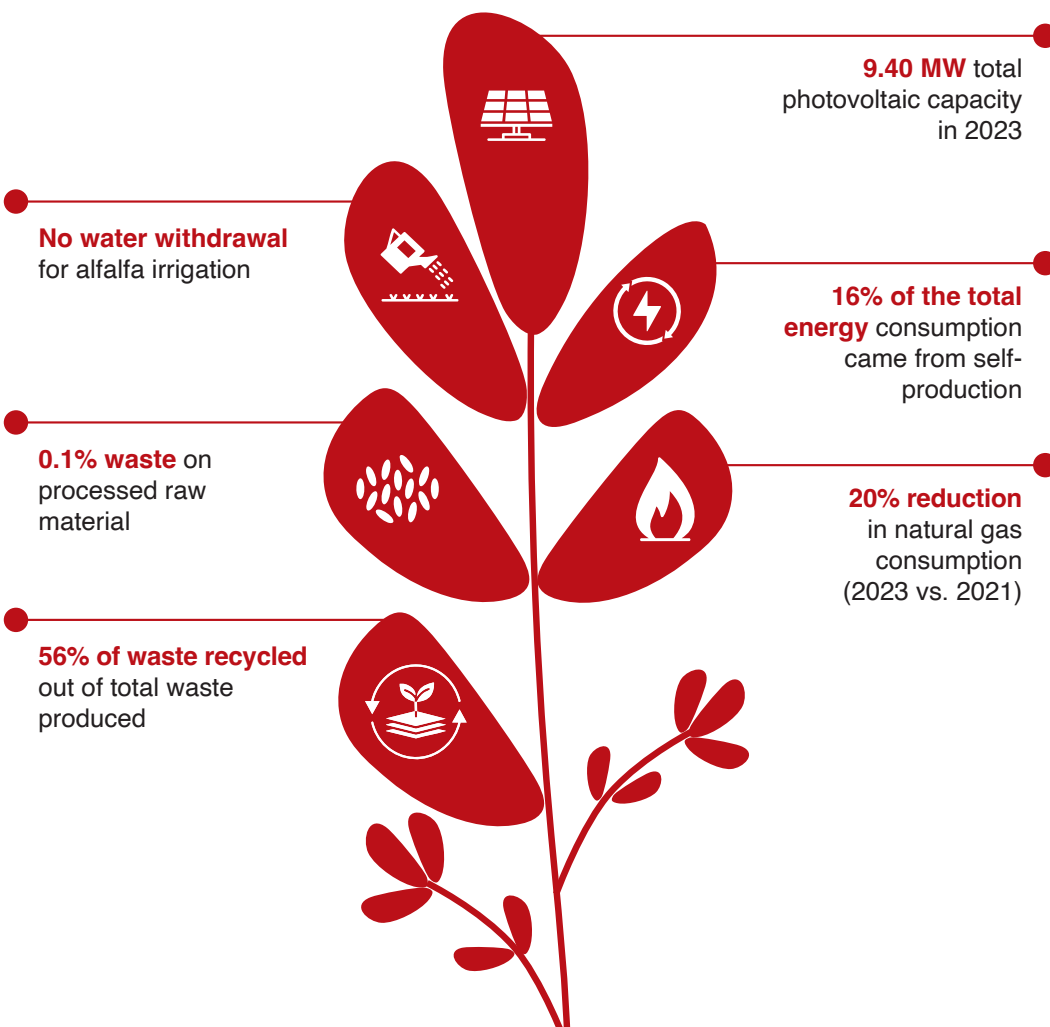


ENVIRONMENTAL ASPECTS

MANAGEMENT OF ENERGY CONSUMPTION AND EMISSIONS:

- ✂ Transition to the use of electricity and thermal energy from **renewable sources**.
- ✂ **40%** increase in self-produced photovoltaic energy (from 23,000 to 32,000 GJ).
- ✂ **33%** increase in self-produced electricity consumption.
- ✂ **20%** reduction in the use of methane gas, replaced by plant biomass from wood processing waste.
- ✂ **12%** reduction in CO2 equivalent emissions.
- ✂ Optimisation of production processes and plants to minimise energy consumption.
- ✂ Introduction of advanced agricultural machinery with remote monitoring to maximise performance and **reduce environmental impacts**.
- ✂ Installation of monitoring systems to further optimise production processes

HIGHLIGHTS 2023





PROTECTING SOIL BIODIVERSITY:

- ✂ The Group recognises the importance of contributing to the resilience of natural ecosystems by **safeguarding local flora and fauna** and promoting the maintenance and enhancement of related ecosystem services.
- ✂ The **land** cultivated directly by Gruppo Carli is **organic** and is not chemically fertilised or weeded, to encourage biodiversity and soil regeneration.
- ✂ Of the approximately 15,000 hectares allocated to cultivation, **7,800** are classified as **high-biodiversity hectares**.
- ✂ Promotion of **low-impact farming** to minimise alterations to ecosystems.
- ✂ Cultivation of alfalfa, a multi-annual plant that only requires tillage every 5-6 years and, thanks to its prolonged flowering, provides **sustenance for pollinators**.

- ✂ Alfalfa, being a nitrogen-fixing plant, **improves soil fertility** and reduces the use of fertilisers for subsequent crops, as well as **containing soil erosion** thanks to its deep roots.
- ✂ Alfalfa has significantly lower CO2 emissions and environmental impacts than soya, which is mainly imported from South America and often cultivated in vulnerable ecosystems.
- ✂ Gruppo Carli **does not use irrigation** for the cultivation of forage and cereals.

PRODUCT QUALITY AND SUSTAINABLE SOURCING:

- ✂ Raw materials and finished products are exclusively of **plant origin** and intended for animal or human consumption. Production strictly follows the **HACCP** food safety standard for our industry.
- ✂ Continuous monitoring of each production phase, from sowing in the field to delivery of the finished product, with more than **1,500 laboratory analyses** carried out each year.
- ✂ **Optimisation of applied technologies** to obtain an excellent quality product.
- ✂ **Preference for renewable and recyclable materials for packaging**, reducing the use of non-renewable materials.
- ✂ Homegrown raw materials come from land cultivated near the plants, reducing transport costs and bringing value to the local community. Raw materials purchased from third parties are 100% Italian.

SOCIAL ASPECTS

The Gruppo Carli invests in two strategic areas to amplify its social impact:

- The enhancement of work experience takes place through the **continuous development of skills** and the promotion of an **optimal balance between professional and personal life**. Flexible working hours, a well-structured welfare plan and constant training opportunities are provided.

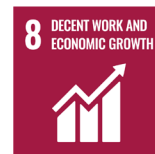
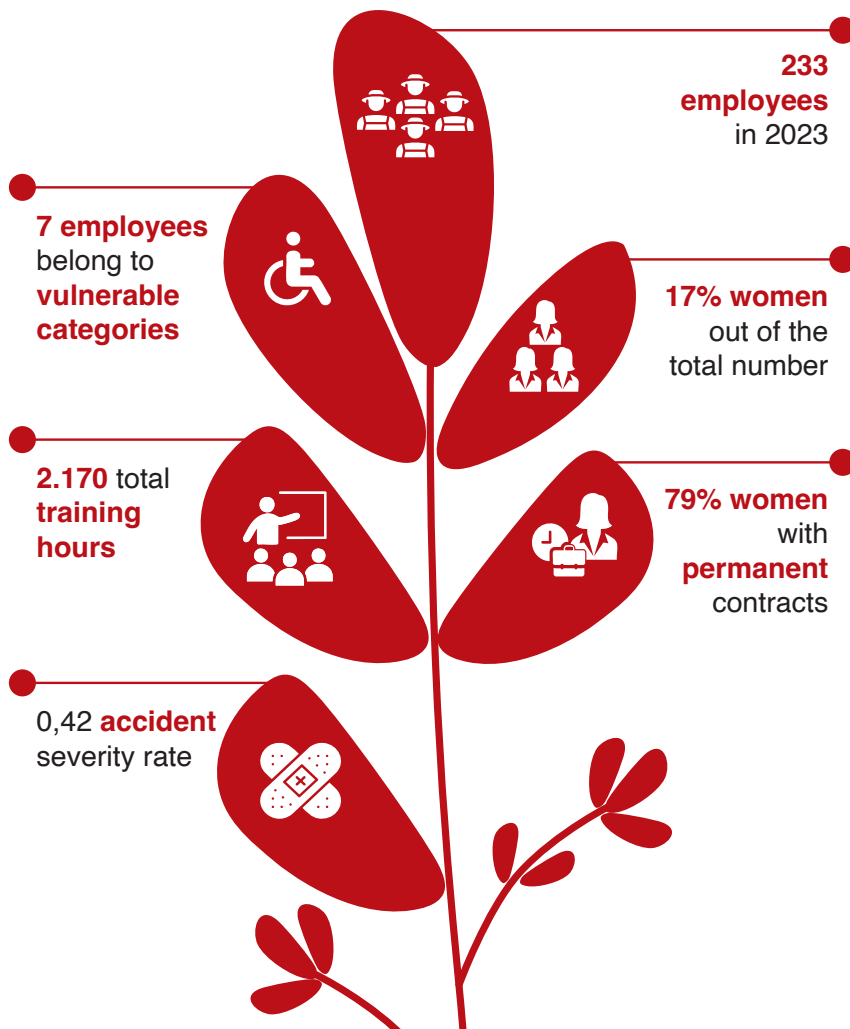
In 2023, Gruppo Carli recorded an average of 10.33 hours of training per employee, placing it above the leading Italian companies in the sector.

- Internal policies are aimed at ensuring a safe working environment, supported by targeted health and safety training and the adoption of effective prevention measures. Between 2022 and 2023, these actions contributed to a **28% reduction in the accident frequency rate** and a **38% reduction in the severity rate**.

The severity rate is well below the industry average 0.42 for the Gruppo Carli, 1.91 for the sector.



HIGHLIGHTS 2023



Gruppo Carli contributes to the economic and social growth of the region with particular attention to the Emilia Romagna and Lazio regions.

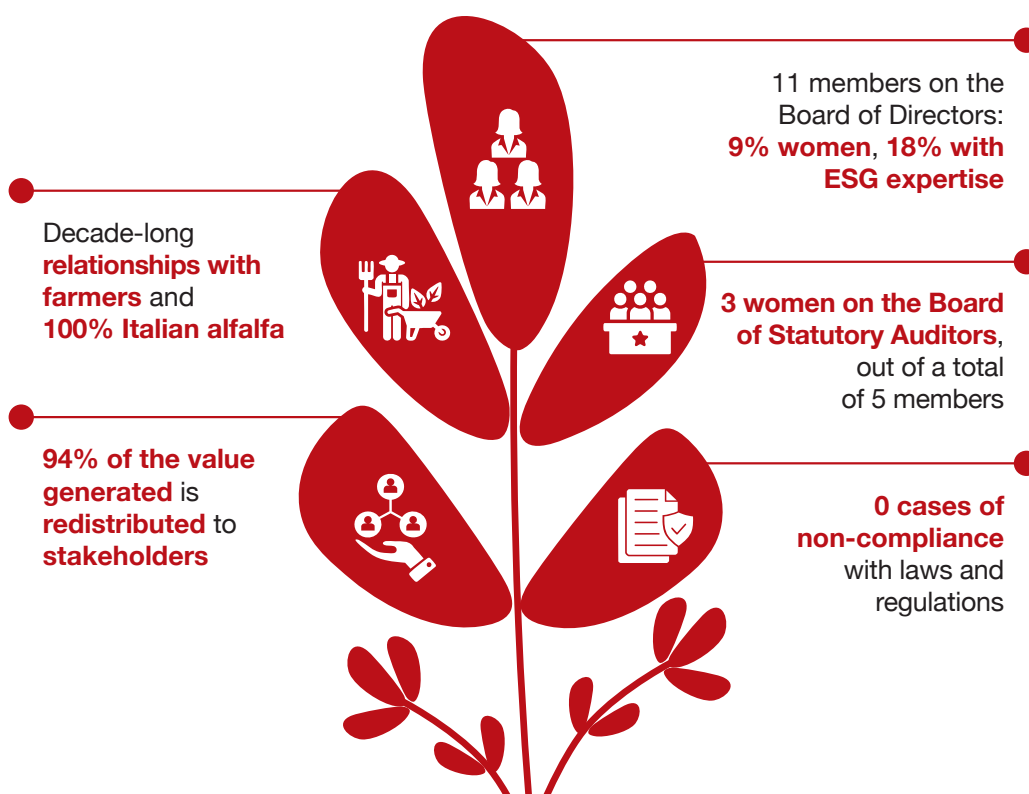
The company is committed to **promoting social inclusion** and active participation through constant support to sports and recreational associations, social initiatives, educational institutions, healthcare facilities and foundations.

RESPONSABLE GOVERNANCE



- 1 The companies of the Group adopt a governance model based on integrity, ethics, and responsibility, aiming to **ensure transparency, efficiency, and sustainability** in business management.
- 2 The Group operates in compliance with current regulations and international standards, recording **0 instances of non-compliance** with laws and regulations in the last 3 years, and is recognised as a partner of quality agricultural work.
- 3 The shareholders' meeting includes **33% women**.
- 4 The Group stands out as a reliable partner, with **long-standing relationships with customers and suppliers**.
- 5 **100% local raw materials**: the Group actively supports the region and the local economy by collaborating with local businesses and authorities.
- 6 In 2023, the economic value generated grew by **90%** compared to 2021, with **93.7%** redistributed to employees and local communities.
- 7 Implementation of **good animal welfare** practices in our rabbit farm (Antibiotic Free Certification).

HIGHLIGHTS 2023



Learn more about our commitment
to a **sustainable future**.

Visit **www.gruppocarli.com** to read
the complete Sustainability Report
and discover all our initiatives.



Social media contacts



@GruppoCarli