

HUMAN *Habitat*

Love of wine is a matter of people's dreams



SUSTAINABILITY REPORT 2023

ARGEA

Edition 1.2

HUMAN
Habitat

ARGEA

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US. ARGEA

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01

US. ARGEA

Habitat 2023: our pact for a future to be written together



“It is up to us, as wine world sector leaders - in size terms but also in the sense of the scope of the chain we represent - to disseminate good practices, urgently and necessarily”.

When I open up the Argea Group's first Sustainability Report, in its full version, I feel both proud and responsible, but also a little moved. We are now on our third year of sustainability reporting, delineating and furthering our corporate strategy. It is a way of narrating our 'habitat', our wine world. It is important to us that it should not be for sector-specialists only. We want it to be a **Pact for the Future to be written together with our whole chain**. We want our group vision to be clear to all, a vision to project into a future of sustainable targets successfully achieved.

It is crucial at this historical juncture that we think about our responsibility to the people who work for us and the land we live on. Achieving these significant goals makes us increasingly aware of the importance of our growth being sustainable. **The challenge is growing whilst working everyday to generate a value chain based on long-term, constant and positive improvement which benefits everyone, promoting initiatives and solutions capable of generating respectful wellbeing.**

Sustainability is an integral part of Argea's governance, founded on the ten principles set out in the United Nations' Global Compact and in active contribution to its Sustainable Development Goals. Our top management is on the front line, together with every single member of our workforce, and we would like to thank each and every one of you for our success. Our organisation and actions have enabled our company to keep its promises - despite an uncertain and volatile international economic scenario - and to set new and ambitious economic, social and environmental targets.

It is up to us, as wine world sector leaders - in size terms but also in the sense of the scope of the chain we represent - to disseminate good practices, urgently and necessarily. Our sense of responsibility prompts us to set positive change in motion and find allies to do it with. This is why we decided to report our emissions and raise awareness of our chain's sustainability goals. We therefore drew up our Argea Chain Sustainability Pact designed to pass on our sustainability good practices to our largest suppliers. We will then continue with an Earth Pact for net-zero by 2050 and sign up to Science Based Targets. These new times are teaching us that everything is connected, as never before, and **our company success can only come with good alliances pushing the sector forward and taking us to important new milestones with sustainability as a strategic mantra in every decision we make.**

WELCOME TO OUR HABITAT

Our pact for a future to be written together

Massimo Romani
CEO ARGEA

Our group's values

Argea today is the union of three Italian sector excellences who joined forces on the basis of a business relationship founded on respect and integrity

VISION

Taking Italian wine to the world means making all the country's variety, quality and know-how available to everyone.

MISSION

Our aim is to boost the Italian wine eco-system worldwide.

- Bringing together Italian winemaking excellences;
- Promoting sustainability across the chain, from terroirs to markets;
- Interpreting new consumer tastes in order to make quality wine with a perfect balance of innovation and tradition.



WHO WE ARE

Argea was born from the union of leading sector companies with a view to representing and promoting the Italian wine eco-system by melding its various skills, techniques and culture

Argea was set up in 2022 when the group bought up private equity company Clessidra from Botter, with Mondodelvino and Zaccagnini joining later on.

Today the group is the result of the union of three Italian wine sector excellences and their respective terrains, as well as of the culture, people and production techniques characterising them.

Argea's aim is to step up Italy's wine presence worldwide, combining its DOC and DOCG wine production know-how with expertise selling Italian wines on international markets.

The group aims to develop business relationships based on lofty business ethics and integrity standards. This means that our goods and services suppliers and current and potential contractors must align their own practices effectively and demonstrably with the principles set out here, in their own direct business, in their dealings with any suppliers and contractors they work with and, in general, in the creation and management of their own value chains.

The Argea Supplier Charter is based on the **Code of Ethics** and **Sustainability Policies** adopted by the group. We require our business partners to keep up-to-date on the provisions set out in these as well as all other governance documents made available on the company's website or other medium.

The group's **Code of Ethics**, extended and supplemented by our Sustainability Policies, also applies to third parties, namely all those working with the company such as suppliers, clients, partners, investors and the beneficiaries of social initiatives, donations and sponsorships. Third parties are required to confirm this via statements and additions to the contracts, mandates, commissions and partnership agreements binding them to the company of clauses committing them to abide by the group's code of ethics and setting out penalties for violations.

Our Code of Ethics also commits Argea to fostering the adoption of goods and services supplier management methods in everything we do which comply both with the applicable legislation and with the **values set out in the Code of Ethics**, with the guidelines set out in the group's Sustainability Policies and in general with everything required to ensure **responsible sourcing**, such as human rights and labour, health and safety, environmental, animal welfare, product and service safety, business integrity and intellectual property and privacy rights.

To safeguard its operational efficacy and its resources, including image and reputation, Argea does not work with those who do not comply, or do not intend to comply, with the applicable laws and the values set out in its Code of Ethics, extended and supplemented by its Sustainability Policies.

In line with this, the group's goods and services selection process requires these to align with the principles set out as a requisite. Suppliers are subsequently subjected to transparent and objective assessments regarding their business professionalism and structure, taking account of quality and price and goods and service supply methods.

This requires periodic self-assessment to ensure that commercial partners, both direct and at least one further level, comply with the Supplier Charter. Argea reserves the right to take all action and perform all checks deemed necessary to verify that current or potential business partners satisfy the requisites set out in the Supplier Charter, by means of questionnaires and, potentially, on-site visits.

WATCH THE VIDEO
OF PRESENTATION

APPROFONDISCI

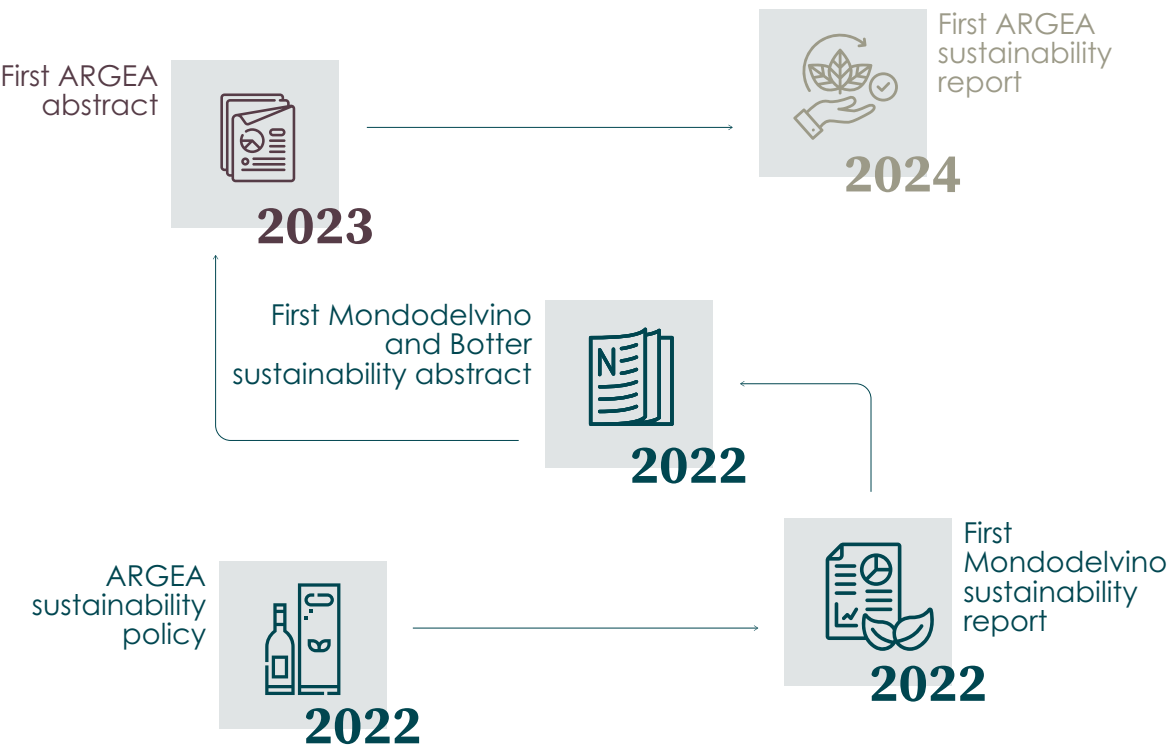
Our sustainability

Our habitat, our wine producers

THE FOUR PILLARS



OUR SUSTAINABILITY TRAJECTORY



1928

BOTTER (Veneto)

In Fossalta di Piave, a small town near Venice, Carlo Botter and his wife Maria began selling local wines in barrels and demijohns. A century of hard work and expertise generated one of Italy's largest wine producers, technologically cutting edge and capable of dialoguing with winemakers across Italy.

1978

ZACCAGNINI (Abruzzo)

Cantina Zaccagnini was founded in Bolognano by Marcello Zaccagnini - in the heart of the Montepulciano d'Abruzzo production 'cru' - on his desire to promote the wines made from grapes grown on his family's land. The company works its vineyards in the beautiful Bolognano hills with dedication and patience, to conserve and promote the grape varieties characteristic of the area.

1991

MGM Mondo del Vino was founded in Forlì on the strength of the pioneering vision of oenologists and winemaking sector experts Alfeo Martini, Roger Gabb and Christoph Mack, breathing life into an innovative approach to making and selling quality Italian wine.

MGM MONDO DEL VINO (Piedmont)

In the heart of Roero, amidst UNESCO heritage listed hills, the company keeps up a century-long tradition thanks to winemakers combining the oldest practices with the most cutting-edge winemaking techniques.

CUVAGE (Piedmont)

Cuvage was born from the union of Cuvée and Perlage, the most iconic expressions of the champagne method of which Cuvage is the greatest embodiment.

PODERI DAL NESPOLI AND SANTODENO (Romagna)

In the Bidente valley, in the Apennines, on the border with Tuscany and overlooking the Romagna Riviera, the company grows its vines and lives every day in the spirit of a welcoming and little known area, as authentic and generous as Romagna itself.

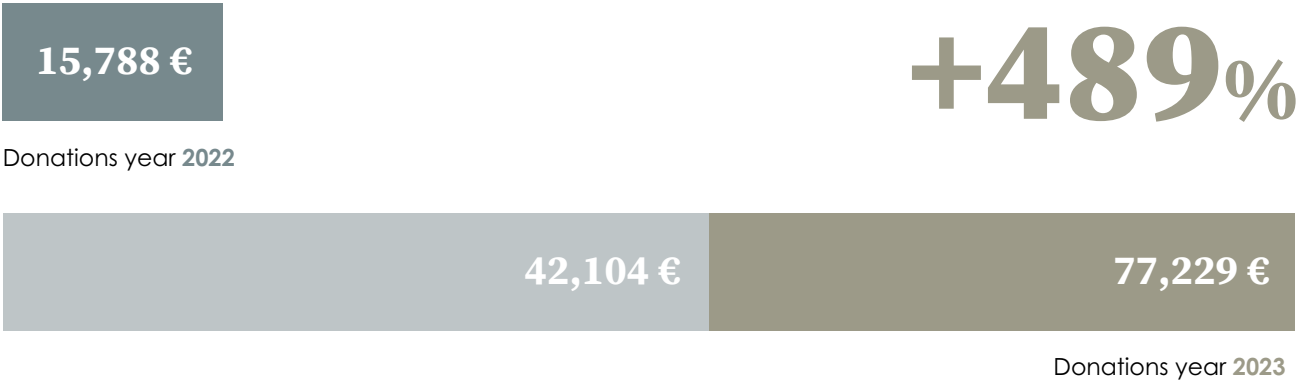
2022

Argea was created when the group bought up private equity company Clessidra from Botter (11/03/2021), with Mondodelvino (09/06/2021) and Zaccagnini (28/03/2023) joining later on. Our aim is to boost the **Italian wine eco-system worldwide**. Argea was born from the union of leading sector companies in order to represent and promote the Italian wine eco-system by melding the various skills, techniques and cultures.

A value to share: our communities

Over the years **the Group has continued to strengthen its bonds with the areas it works in**, with an openness to listening to its needs and supporting communities in difficulty with social inclusion enhancement projects. The 2023 floods in Emilia Romagna were one of Italy's most devastating recent natural disasters. Their effects on the region were extreme, with many areas underwater, infrastructure destroyed and local communities

devastated. Argea offered its help to the area of one of its wine producers, with a donation of €42,104 to the community. It is support which has taken concrete form on the strength of expertise developed over the years **in the form of sponsorships and cash and product donations** and involving collaboration with local authorities, companies, charities and non-profit associations.



€42,104 donated to the people of Emilia Romagna hit by the tragic floods of 16-17 May 2023

Together with Aisla and Telethon

Also known as Lou Gehrig's disease or motor neurone disease Amyotrophic lateral sclerosis (ALS) is a progressive neurodegenerative disorder that strikes the nerve cells in the brain and spinal cord responsible for voluntary muscle movement.

The International Alliance of Patients' Associations and the International Alliance of ALS/MND Associations (which AISLA is the Italian member of) **International ALS Day is held on 21 June every year**. The day was chosen specifically because it is the first day of summer and thus a rebirth, generating the hope that this debilitating disease can be defeated.

Our Priocca wine estate, together with Consorzio Barbera Asti and Vini del Monferrato, has been working for years now with AISLA for the world ALS day to support sufferers: special gazebos sell bottles of wine made by ARGEA and

other companies whose profits **go to looking after and curing sufferers**. It is a full-blown logistics hub as well as an ALS information, focus and collection point. **Powerful awareness-raising action designed to break down barriers and fund research**.



21 June
THE DATE THE
INTERNATIONAL ALS DAY IS
HELD EVERY YEAR



Telethon is an Italian foundation which funds scientific research into rare genetic diseases. **Argea supports Telethon** to contribute to discoveries capable of improving the lives of people suffering from these diseases.



Argea’s faces and governance

Argea’s governance responds to **efficacy** and **efficiency** criteria and supplements a shared value-creation model. Its Board of Directors and Board of Auditors work to ensure sustainable business development.

Argea’s Board of Directors is made up of professionals with diversified skills and complementary professional expertise.

GOVERNANCE BODY COMPOSITION

Board of Directors

- Emiliano Nitti (President)
- Massimo Romani (MD)
- Francesco Colli (MD)
- Luca Botter
- Annalisa Botter
- Germano Rossi
- Ugo Fiorenzo
- Giulio Torregrossa
- Luciano Iannuzzi

Board of Auditors

- Gian Marco Committeri (President)
- Bini Raffaele (standing)
- Giorgio Beltrame (standing)
- Davide Mantegazza (alternate)
- Paolo Zanatta (alternate)

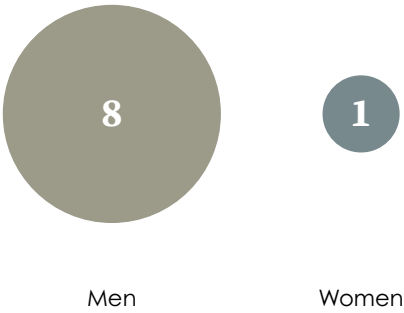
Auditor

PwC

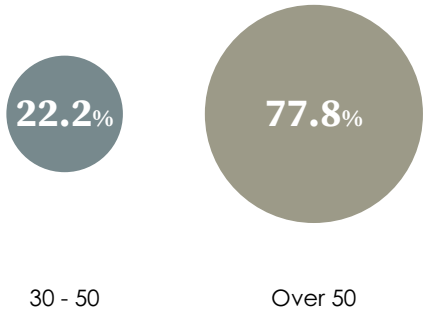
Supervisory board 231

- Giacomo Cardani (President)
- Enrico Calabretta
- Michele Colombo

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER



COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP



SUSTAINABILITY GOVERNANCE

The board of directors performs a crucial role in guaranteeing that the group’s commitment to sustainable development models is constant and disseminated along the whole value chain and integrated into its strategic plan and business model.

In particular, the system adopted by the company requires the board of directors to carry out a strategic role

in the dissemination and supervision of environmental, social and governance themes, not only where its governing bodies are concerned but also across the organisation as a whole. In fact, it **supports management in its evolutionary path towards systemic sustainability governance** with a view to ensuring ever greater integration of this theme into the group’s strategies.

ETHICS, TRANSPARENCY AND INTEGRITY

With a view to avoiding all corruption and active or passive misappropriation of funds the group is committed to enacting all necessary preventative measures in accordance with the existing laws. In particular, supplementing governance tools adopted for identification, **all the group’s companies have adopted a legal but not obligatory 231 Organisation model** whose purpose is to avert the risk of the group committing specific relevant crimes, especially corruption, misappropriation, fraud against the state, company law crimes, receipt of stolen goods, manslaughter and serious culpable injury with violations of the accident prevention laws, serious environmental crimes and also terrorism or crimes against the person, market abuses and other crimes. Monitoring is the task of the supervisory body appointed in accordance with autonomy, independence and competence criteria.

In addition to specific periodic training, the approach adopted includes whistleblowing procedures for the reporting of illegal behaviours in order to provide employees and third parties with confidential channels via which to report procedural concerns or violations without fear of reprisals, discrimination or disciplinary action.

WHISTLEBLOWING, REPORTING PROCEDURES:











02

**THE EXCELLENCES
WE ARE PROUD OF**

The fruit of our work

Some of our award winning wines, fruit of the talent and hard work our people devote to what they do.

Artists

WINES BORN FROM A PROFOUND KNOWLEDGE OF WINE-MAKING CULTURE AND ITS INTERPRETATION: WINES WHICH TELL A STORY AND A TRADITION.



NEBBIOLO D'ALBA DOC BRUT ROSÉ CHAMPAGNE METHOD



The Drinks Business Awards 2024 - Silver - vintage 2019
Mundus Vini 2024 - Gold - vintage 2019
Robert Parker Wine Advocate 2024 - 90 pt - vintage 2019
CSWWC 2023 - Silver - vintage 2019
CSWWC 2023 - Silver - vintage 2018 - Magnum
CSWWC 2023 - Best in class - vintage 2019
CSWWC 2023 - Regional Champion - vintage 2019
CSWWC 2022 - Silver - vintage 2018
CSWWC 2022 - Silver - vintage 2018 - Magnum
Città del vino 2022 - Gold - vintage 2018

WEBSITE



ASTI DOCG

CSWWC 2023 - World Champion
CSWWC 2023 - Regional Champion
CSWWC 2023 - Best in class
CSWWC 2023 - Gold CSWWC 2023 - Gold - Magnum
CSWWC 2022 - World Champion
CSWWC 2022 - Regional Champion
CSWWC 2022 - Best in class
CSWWC 2022 - Gold Città del Vino 2022 - Gold
Jancis Robinson 2021 - 16,5 pt
BTI Tastings 2021 - Gold



WEBSITE



TRALCETTO MONTEPULCIANO D'ABRUZZO DOC

ZACCAGNINI

Il Golosario 2024 - Top 100 storici - vintage 2022
James Suckling 2024 - 90 pt - vintage 2021

WEBSITE



BAROLO DOCG RISERVA



VerdeVir 2024 | 93 pt | vntg 2019

WEBSITE



ROMAGNA DOC SANGIOVESE BIOSYMBIOTIC

Poderi dal
Nespoli
1929

The Wine Hunter 2023 - Red vintage 2019

WEBSITE



Agronomic experimentation: the Enostar project

Narrators

WINES MADE TO NARRATE TERROIRS AND MAKE SPECIAL OCCASIONS AND CONSUMPTION OPPORTUNITIES EVEN BETTER. WINES WHICH COMPLETE EXPERIENCES.



AMMASSO ROSSO SICILIA DOC

Mundus Vini 2024 - Gold - vintage 2020
Decanter 2023 - Silver - vintage 2019
James Suckling 2022 - 92 pt - vintage 2019



WEBSITE



Explorers

WINES WHICH EMBODY A DESIRE TO MAKE SOMETHING UNIQUE AND EXPLORE NEW FRONTIERS. WINES WHICH BREAK WITH TRADITION



ASOLO PROSECCO SUPERIORE D.O.C.G. BRUT

Città del Vino 2023
Gold Berliner Wine Trophy 2023
Gold International Wine Challenge 2023 • Gold



WEBSITE



Italian oenologists' number one - one of the world's most prestigious names - is setting up a new project in Romagna, at Poderi dal Nespoli. **Argea is choosing the jewel in its estate crown for a partnership with Riccardo Cotarella.**

Begun in June 2023 the Enostar project is now preparing for its second harvest. The company's best vineyards were selected and managed under the agronomy guidance of Riccardo Cotarella, to maximise the quality of the grapes produced.

An exceptional wine-making patrimony made available to the Enostar project by Poderi dal Nespoli. Vineyards designed for quality, based on clone and vine density decisions and sited in a top quality wine area in terroir and climate terms.



Riccardo Cotarella
OENOLOGIST

*The partnership
with Riccardo Cotarella
is the soul of this front rank
oenology initiative*

The air blowing down from the mountains into the Bidente valley is cool but not humid, generating considerable differences in day and night time temperatures which are ideal for grape ripening and aroma development. From winter pruning correctly managed to limit growth and distribute grape production evenly across the plant to green pruning, bud selection and thinning of bunches held to be in excess: all this contributes to our ambitious new winemaking project managed directly by the expert technical staff of this well-known consultant.



Celita Ravaioli
Nespoli vineyard manager

Once the grapes are ripe, lastly, they are harvested exclusively in crates or bins and taken to the nearby wine cellars right away, making for totally intact grapes. Last but not least, there is a latest generation press which treats the grapes with great care, thereby setting the winemaking process in motion. The individual grapes are selected by hand to eliminate everything capable of introducing alien aromas to the grapes, such as fragments of leaves or stems. These are the little (or big!) differences which further increase the cleanness and purity of the resulting wine. The rest of the process is a matter of correct temperature management, with white grapes, for example, being cooled to extract aromas and limit oxidation and red grapes fermented to temperatures which differ in accordance with the extraction level desired. Fermentation for whites only and ageing for whites and reds in barriques and barrels tailored to bringing the best

out of the individual wines, together with the fruitiness characteristic of the wines made in this valley, make Poderi dal Nespoli's wines a benchmark in the area. Nespoli, Borgo dei Guidi, Prugneto and two ultra-new whites, Albana Secco Scanadè and Chardonnay Lostar: these are the Cotarella brand wines today.

An innovative symbiotic agriculture initiative

Biosymbiotic agriculture is continuing at Poderi dal Nespoli's GUALDO vineyard. GUALDO is a plot of land which is called after its location: **13.74 hectares mainly planted with Sangiovese.** We are in the Romagna Sangiovese subzone called PREDAPPIO. Predappio is one of 16 subzones growing Sangiovese right across the Romagnola hills south of Via Emilia. Sangiovese is a historic grape in this area with period documents testifying to its presence as far back as the 13th century.

All this makes for healthy plants which are stronger and more durable and thus ideal, in our case, for the production of healthy, balanced fruit. Years later **the soil's vitality grows constantly** and this is periodically verified and measured via litter-bags which highlight the capacity of the soil's biota to break down the organic material. A soil made healthy by biosymbiotic agriculture and organic farming which is respectful of nature thus generates our SANGIOVESE DOC PREDAPPIO GUALDO.

Biosymbiotic agriculture is a farming method based on use of microbial biostimulants

The vineyard site is mainly sandstone and clay, making for a fruity Sangiovese with vegetal nuances ensuring fine ageing wines and a fresh, dynamic and stylish taste. The soil of this vineyard has been managed with biosymbiotic agriculture. **This is a farming method which makes use of microbial biostimulants.** These are symbiotic fungi which live in symbiosis with plants, getting into their roots and constituting what are known as mycorrhizas. The micelia of the mycorrhizas branch out to a considerable extent, thereby increasing the roots' absorption capacity greatly. In addition to the fungi, bacteria which significantly increase its fertility develop and are used in the rhizosphere (the portion of soil surrounding the roots).



FARMING METHOD WHICH INVOLVES USE OF MICROBIAL BIOSTIMULANTS

Argea’s responsible drinking commitment

WINE IN MODERATION

Wine has always been an integral part of Italian diets and Italian life. Its role has changed over time, evolving from source of nutrition to cultural complement to food and conviviality compatible with a healthy lifestyle.

Argea works practically to foster **responsible drinking**, supplying correct information with which people can make informed wine-related decisions. Via the MGM company, **the group became a Supporter of the international Wine in Moderation programme in 2022, an initiative designed to encourage healthy lifestyles and contribute to reducing alcohol-related harm.** The programme is based on empirical evidence and scientific research, education and self-regulation designed to organise and strengthen the whole international wine value chain as well as to raise awareness of responsible and moderate wine intake.

Drinking with moderation means enjoying the best of what wine has to offer, choosing when and how to drink carefully, respecting people and differing consumption habits. Sharing wine with family and friends is a pleasure, as is savouring its unique character, identifying the right wine-food and wine-water pairings, making for a palate in perfect harmony. Drinking well means taking our time, savouring every sip, enjoying wine in moderation and avoiding excess. Because looking after ourselves means looking after others.



VIA THE MGM COMPANY
ARGEA HAS BEEN A SUPPORTER
OF WINE IN MODERATION
SINCE 2022



WEBSITE



Wine has always been an integral part of the Italian diet. Its role has changed over time, evolving from source of nutrition to cultural complement to food and conviviality.

THE MEDITERRANEAN DIET AND WINE

Publicised as one of the healthiest diets for the first time in the 1960s by Ancel Keys, an American doctor based in Italy during World War Two, the Mediterranean diet is now the subject of study and has attracted the attention of the scientific world.

The Mediterranean diet includes moderate wine consumption and is considered one of the world's healthiest by the World Health Organisation.

The positive effects of light-to-moderate wine drinking can, at least to some extent, be linked to the protective effects of specific bioactive ingredients in wine (polyphenols), as well as in the foods featuring most in the Mediterranean diet.



The Mediterranean diet includes:

-  large amounts of plant-based foods, i.e. fruit, vegetables, dried fruit, nuts and pulses
-  large amounts of grains, especially wholewheat grains
-  fats consisting mainly of extra virgin olive oil
-  moderate intake of dairy products, fish and poultry (white meat)
-  moderate drinking, preferably wine at meals
-  small amounts of eggs, red meats and meat-products

The Sensory Sciences at Argea

Sensory analysis is an innovative scientific frontier in the winemaking world, a bridge between measurement of perceptions and assessment of the characteristics of a product.

The Sensory Sciences disciplines are marked out by **rigorous scientific methods** designed to assess all aspects of wine with all five senses. In sensory analysis a panel of trained judges **systematically applies specific sensory tests** in a specially-designed tasting room. In this way the panel leader gathers numerical, objective, replicable and reliable data. This technical, systematic approach **reduces the subjectivity of classic tasting to a minimum**, offering a much more in-depth and complete product knowledge base.

The better known tasting technique remains the oldest and most widespread approach to wine and is practised in wine estates all over the world. It can also be a full-blown wine storytelling approach in which the knowledge, passion and communication skills of the narrator meld, generating an engaging experience for listeners. It is a journey which goes beyond wine per se and its objectives are different from those of sensory analysis, encompassing wine's history, production and presentation skills, which are sometimes highly poetic.

The **Wine Aroma Wheel** designed by Professor Ann C. Noble of UC Davis in California is the main wine description

sensory analysis tool and a scientific discipline. The wheel is of use to both professionals and wine lovers as it is a more objective tool.

It is a list of olfactory descriptors used to identify the characteristics of a specific wine whose intensity is then measured on a scale in order to make up a sensory profile, a wine's sensory identity card. The wheel is hierarchical, with the more generic categories such as fruity, flowery and spicy in the centre and the more specific sub-categories such as citrus, fruits of the forest and herbs on the outside of the wheel.

It is as tool which not only helps to educate people in the use of their senses in wine tasting but also provides **scholars, researchers and professional tasters with a common language**, facilitating sensory characteristic communication.

Sensory sciences

These are a scientific discipline which measures and interprets a product's sensations and sensory stimuli via the sense organs: sight, hearing, smell, taste and touch.

It uses internationally standardised methods to reduce the subjectivity of judges' responses to a minimum, using people trained in sensory analysis methods to gather data which is processed statistically.

OBJECTIVES

REDUCING
subjectivity

COMPLETING
lab analysis

MOVING
from opinions to statistically
elaborated data

The first alcohol-free wine anthology



ALCOHOL-FREE WINES

In addition to communicating and supporting responsible drinking the group has also taken tangible action on the supply side, extending its portfolio with products designed specifically for consumers wanting to reduce the amount of alcohol they drink. In fact, **Argea presented the first alcohol-free wine anthology at Vinitaly 2024**. Eight wine labels narrating Italy's great wine experience; eight excellence and modernity ambassadors driving Italy's wine traditions into the future; **eight wines making up the Italy's first alcohol-free wine team** capable of narrating the extraordinary richness and variety of Italy's wine heritage in a novel way.

This production project was inspired by the Italian Wine Anthology philosophy - which was made the group's mission - featuring eight variations on a theme: a Passivento range white and red from Sicily's Barone Montalto, the region's first alcohol-free wines, pioneers such as the two Tralcetto wines, a white and a red, from Abruzzo's Zaccagnini, while Asio Otus is presenting three

new labels, white, red and sparkling wines, an 'innovative research' range. Last but not least, there are the Gran Passione sparkling wines.

The starting point is a **selection of top quality wines which have been de-alcoholised** using the most up-to-date technology. To obtain the best results in this highly delicate process - one which is decisive in safeguarding the quality of the finished product - Argea is working together with a specialised German partner. These techniques enable wine's natural aromas to be conserved throughout the alcohol extraction process and retained in the end product, making for a wine which has the same flavour and aroma characteristics as the original, the same flavour, terroir and grape characteristics.

Opening up our habitat to the public: Cantine Aperte 2023

We opened the doors to the Zaccagnini wine estate for a special weekend whose centre-stage players were good wine and an extremely attractive wine venue.

We accompany wine tourists and lovers, as well as the people who work for the success of Italian wine worldwide, through our habitat. It is an opportunity to get to know the landscape, its flavours and characteristic

products better, having fun and sharing a good glass of wine.

Our aim is to give visitors a one-of-a-kind wine experience including tastings, vineyard walks and the accounts of people for whom winemaking is both an art and a style of life.



Performance figures 2023 highlights



€449.6 mln
ECONOMIC VALUE GENERATED IN 2023

MARKETS



ENVIRONMENTAL SUSTAINABILITY



100%
ELECTRICITY FROM
RENEWABLE SOURCES

PEOPLE



STAFF



WOMEN



AGE 30-50

QUALITY



3,151
DAILY LAB TESTS



9
PROCESS
CERTIFICATIONS



21
EXPERT QUALITY CONTROL
PROFESSIONALS



49
AUDIT DAYS
PER YEAR



138
SENSORY TESTS
PER YEAR

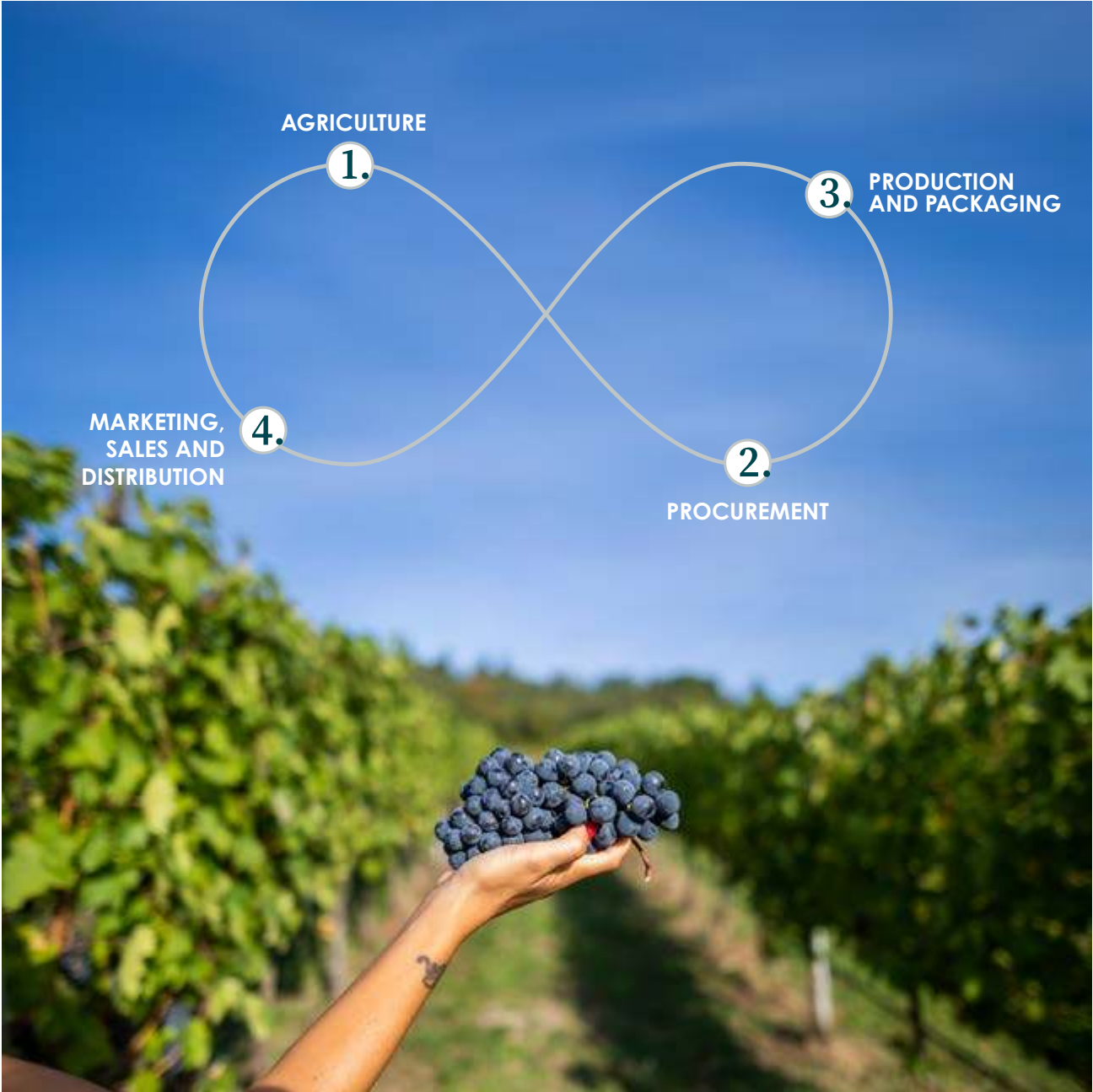
03

**THE CHAIN.
OUR HABITAT**

Our value chain, sustainably

The group's sustainability strategy covers all phases of the value chain, in accordance with our **commitment to sustainable methods, from grape to bottle**. To obtain the best sustainable quality the group works closely with all key players in the supply chain.

In 2023 the group continued to pursue this **long-term value-creation** strategy across all four phases of its value chain.



3. PRODUCTION AND PACKAGING

Our quest for quality excellence in our wines is closely bound up with environmental safeguards. Our objective is to pursue this goal via **responsible resource management** through all production phases. The group is equally constantly working to **research materials whose environmental impact is limited**.

1. AGRICULTURE

Wine quality starts with the first link in the value chain: **farm lands**. Argea's work in its privately owned vineyards to adopt and improve sustainable farming practices. We also work with our suppliers to promote sustainable farming practices from grape suppliers via **on-site visits**.

4. MARKETING, SALES AND DISTRIBUTION

The group distributes its products using a **multi-channel model** both directly, using its commercial network, and **indirectly**, via a network of distributors. On the strength of its products the group acts as mouthpiece and promoter for **wine culture excellence** all over the world. To this end our research and development department works constantly to innovate.

2. PROCUREMENT

Promoting respect for human rights and safeguarding these, combating child labour and ensuring sustainable quality in the materials used: these are long-standing Argea values. **Individual suppliers play a key role in the sustainable procurement policy pursued by the group** for both raw materials and other goods and services. Over the years our collaboration with wine chain communities has been consolidated via a system of **direct relations with suppliers**.

The role of our stakeholders

Argea has always promoted **pro-active stakeholder engagement** with everyone it works with across the value chain, considering the role these play in influencing or being influenced by the group's work.

The group's long-term sustainable growth also reflects the evolution of its relationship with these strategic players and the importance it accords their expectations and needs.

The participation of the various stakeholders on the basis of **open dialogue** and **transparency** makes for relationships capable of generating reciprocal benefits and shared value.

The group has identified its stakeholders:



Argea supports and respects the **principle of stakeholder inclusion** and, on this basis, in 2023 we implemented specific **engagement, listening and dialogue initiatives**.

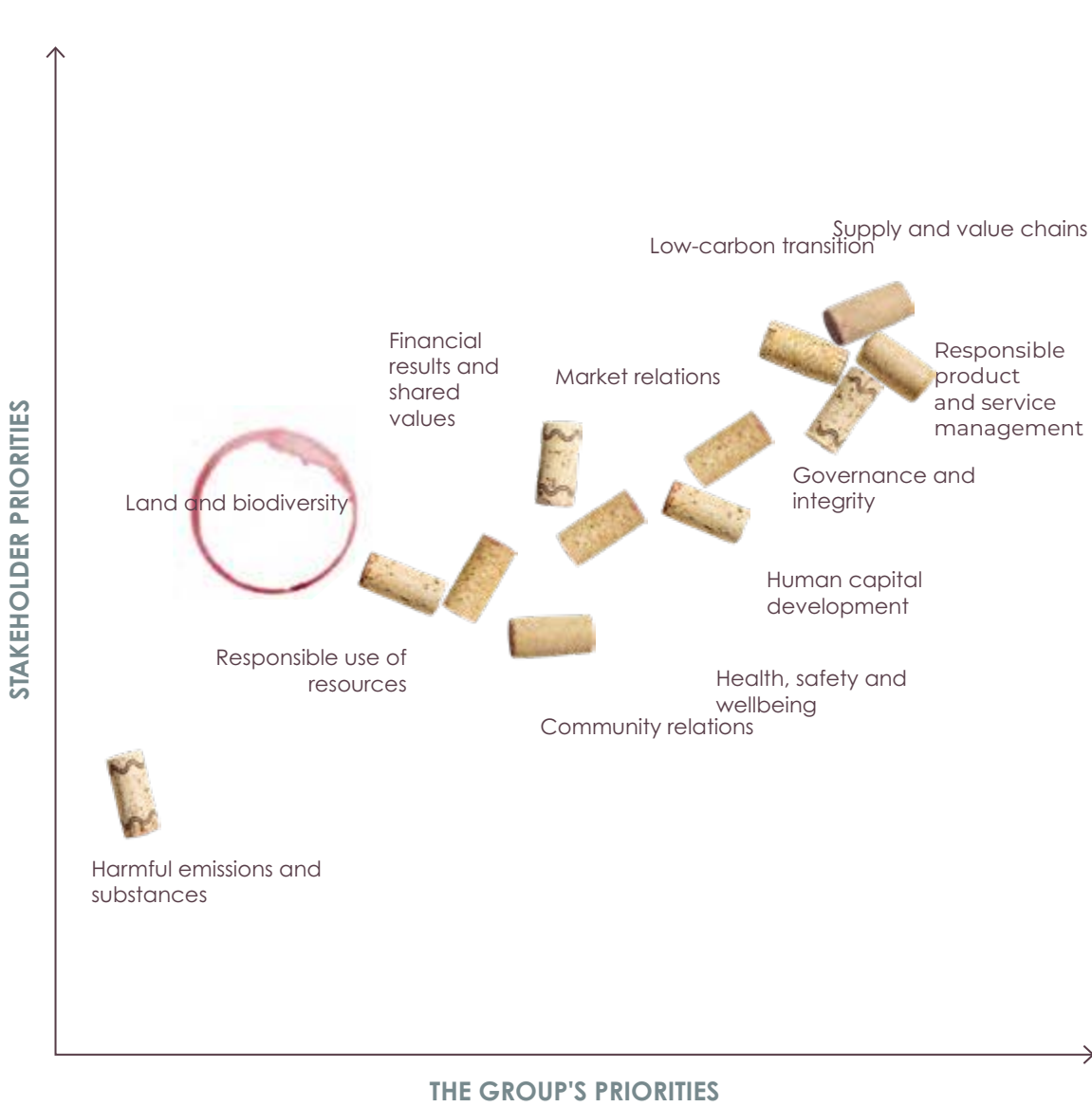
The principal engagement methods and themes used are described below.

STAKEHOLDER	DESCRIPTION	ENGAGEMENT ACTIVITIES IN 2023
Staff and consultants	All our directly employed staff and external consultants employed by third party companies but working at the group's operational sites on a regular basis.	• Sharing of the group's Code of Ethics and Sustainability Policies • Plenary meetings with the CEO to share company results and targets • On-boarding pathway for new staff • Ongoing education and training
Financiers	Capital suppliers.	• Ongoing dialogue on a monthly basis via the ESG Dashboard, with majority shareholders • Quarterly ESG updates with shareholders present on the Board of Directors
Wine suppliers	The wine chain suppliers include winemakers but also grape suppliers working small, medium and large plots of land.	• Sharing our Code of Ethics • Signing up to the Supplier Charter • Checks (both virtual and on-site), periodic monitoring, ongoing improvement plans, reciprocal know-how and training transfers • Compliance survey
Clients	Clients are all those working in the distribution channel.	• Events, festivals and trade fairs • Customer care • Visits to production plants • Habitat Milano
Goods and services suppliers	All suppliers providing the company with goods or services.	• Compliance survey • Sharing of the Code of Ethics and the Supplier Charter
Local communities	The social context affected by all the Argea value chain's activities. This category includes, but is not limited to, the families of staff and suppliers, schools, research institutes and category associations.	• Wine shops • Ad hoc projects/donations • Participation at conferences and events • Partnerships with universities and research centres
Certifying and auditing bodies	Bodies which certify and audit the compliance of management and product systems to applicable laws.	• Certification audits • Compliance checks

Material themes

In accordance with the requirements of the GRI (Global Reporting Initiative Sustainability Reporting) standards, **the group has identified its material themes**, i.e. relevant economic, environmental, social and governance

priorities in its strategy development, placing stakeholder expectations centre-stage. In 2023 the group updated its materiality analysis to identify the most important themes.



With a view to integrating the requirements of the new European Union Corporate Sustainability Reporting Directive, (CSRD) in 2024 Argea will be continuing on its

integrated reporting path, further developing its materiality analysis process in accordance with a strategic approach which incorporates sustainability factors.

The Argea Wine Chain Sustainability Pact

With its largest suppliers Argea drew up an agreement which it called **The Argea Wine Chain Sustainability Pact** to cover 60% of its wine purchase volumes. This type of agreement is designed to generate a **structured and integrated joint working system involving grape growers and winemakers**.

Its main objective is to improve product quality, optimise production processes, ensure traceability and sustainability and promote competitiveness on both national and international markets.

These are the main points in the Chain Pact:

- 1. Team working and integration:** The pact is based on co-operation between all players in the wine chain. This team working can include know-how, technology and agricultural and winemaking practice exchanges.
- 2. Quality and traceability:** One of our main objectives is to improve the quality of our end product. This can be achieved via sustainable farming practices, grape selection, cutting-edge winemaking practices and rigorous quality controls all the way along the chain. Traceability ensures that all production process stages are monitored and documented.

- 3. Sustainability:** Environmental, economic and social sustainability is crucial. The pact encompasses social commitments ensuring that resources are employed in safe workplaces and fair employment practices.
- 4. Promotion and marketing:** A further objective is promoting products on the Italian and international markets, improving the image of the area and its wines.
- 5. Innovation and research:** The chain's players can work together in research and development projects to innovate and improve production processes and the products themselves constantly.

Ultimately Argea believes that the wine sector chain pact constitutes a **model of cooperation and integration** which can bring significant quality, sustainability and competitiveness benefits for all those involved.



60%
OF THE WINE BOUGHT
COMES FROM COMPANIES
SIGNING UP TO
THE CHAIN PACT

“The ambitious objective of the Chain Pact is to generate relationships of trust, improve product quality and optimise processes, putting traceability and sustainability centre stage.”



In 2023 we visited our 24 largest supply wine estates in purchase volume terms and shared our Chain Pact with them. In this way we shared Argea's values with just under 1000 people, visiting supplier vineyards, listening to their stories and exchanging ideas and thoughts for a better future. **We all signed up to the Supplier Charter**, a lofty shared value manifesto.



CHAIN PACT SHARED WITH **24** LARGE WINE ESTATES



ARGEA'S VALUES SHARED WITH **1000** PEOPLE

The winemaking chain encompasses all the wine production phases, from vine cultivation to end product distribution and sale. People play a key part in every phase, ensuring the quality and success of the wine made.

A VIRTUOUS EXAMPLE

A special mention and thanks goes to a Sicilian supplier: **La Vite di Riesi**. **Cantina La Vite** has taken the Argea project fully on board, going well beyond what was asked of it: we would like to note that the company decided to obtain ISO 45001 Health and Safety System certification, sharing our desire to pursue ongoing improvement in the workplace safety sphere, in the awareness that it is a theme with direct impact on people's wellbeing and organisational efficiency. This is just the beginning of a long shared-ongoing-improvement journey. This is precisely the journey which the Chain Pact was designed to set in motion.



“Working with a client like Argea is stimulating, every day. It helps us to aim high, to improve, to take stock every day of their commitment to the sustainability theme.”

ADELE
Owner Cooperativa Enoservice

Argea pays the same attention to the firms and cooperatives providing labour services at its wine estates. We require all these to be assessed on human rights and workplace safety via a SA8000 Assessment.

We also monitor the number of workplace accidents for these non-employees too and can confirm that **no cooperative recorded accidents on our website in 2023**.

04

OUR GROWTH. SUSTAINABLE

The macroeconomic scenario

In 2023 the global economy continued to recover from the crisis caused by the COVID pandemic, the Russian invasion of Ukraine and surging inflation, among other causes, but it is a slow and uncertain process. Inflation slowed worldwide, largely as a result of energy price reductions which are expected to continue in 2024. But most nations will not succeed in achieving the 2% cost of living targets before 2025.

International Monetary Fund projections are, however, increasingly moving in the direction of a soft landing and more balanced risks than in the recent past and were, in any case, moving in a downwards direction. As far as advanced economies are concerned growth will be higher than forecast in the USA but a little worse than expected in the Eurozone. In emerging and developing economies it is the Chinese real estate sector which will slow down growth and India is performing most strongly.

The EU economy started 2024 more slowly than expected and the ECB revised its growth expectations downwards to 0.9% (as compared to its earlier forecasts of 1.3 %). **2025 forecasts are for 1.7% growth.** Inflation will decrease more rapidly than expected in the autumn, with a drop of around 3% in 2024 and 2.5% in 2025.

Where the Italian economy is concerned the forecasts assume that the uncertain international political context will not imply significant new tensions on the raw material, including energy, and financial markets. It is similarly expected that international trade will return to growth rates of around 3% in the next three years and that raw energy material prices will gradually diminish. On the other hand, the macro-economic framework is feeling the effects of the tightening of the monetary and lending conditions.

The scenario takes account of the effects of the 2024-26 fiscal package and the use of European funds in the context of the Next Generation EU programme on the basis of more up-to-date information than the National Recovery and Resilience Plan (NRRP).

Forecasts are in any case to some extent uncertain as a result of prolonged geopolitical tensions and the risk of a further expansion of the Middle Eastern crisis. Increases in transport costs due to turbulence in the Red Sea are expected to have only marginal effects on inflation.



0.9%
2024 EU ECONOMIC
GROWTH FORECASTS



3%
2024 EU INFLATION RATE
FORECASTS



1.7%
2025 EU ECONOMIC
ACTIVITY INCREASE
FORECASTS

Wine trends

2023 turned out to be an especially complex year for Italian wine. After over ten years of single figure growth averages Italian wine export figures levelled out at slightly negative numbers, dropping **below 8 billion Euros.**

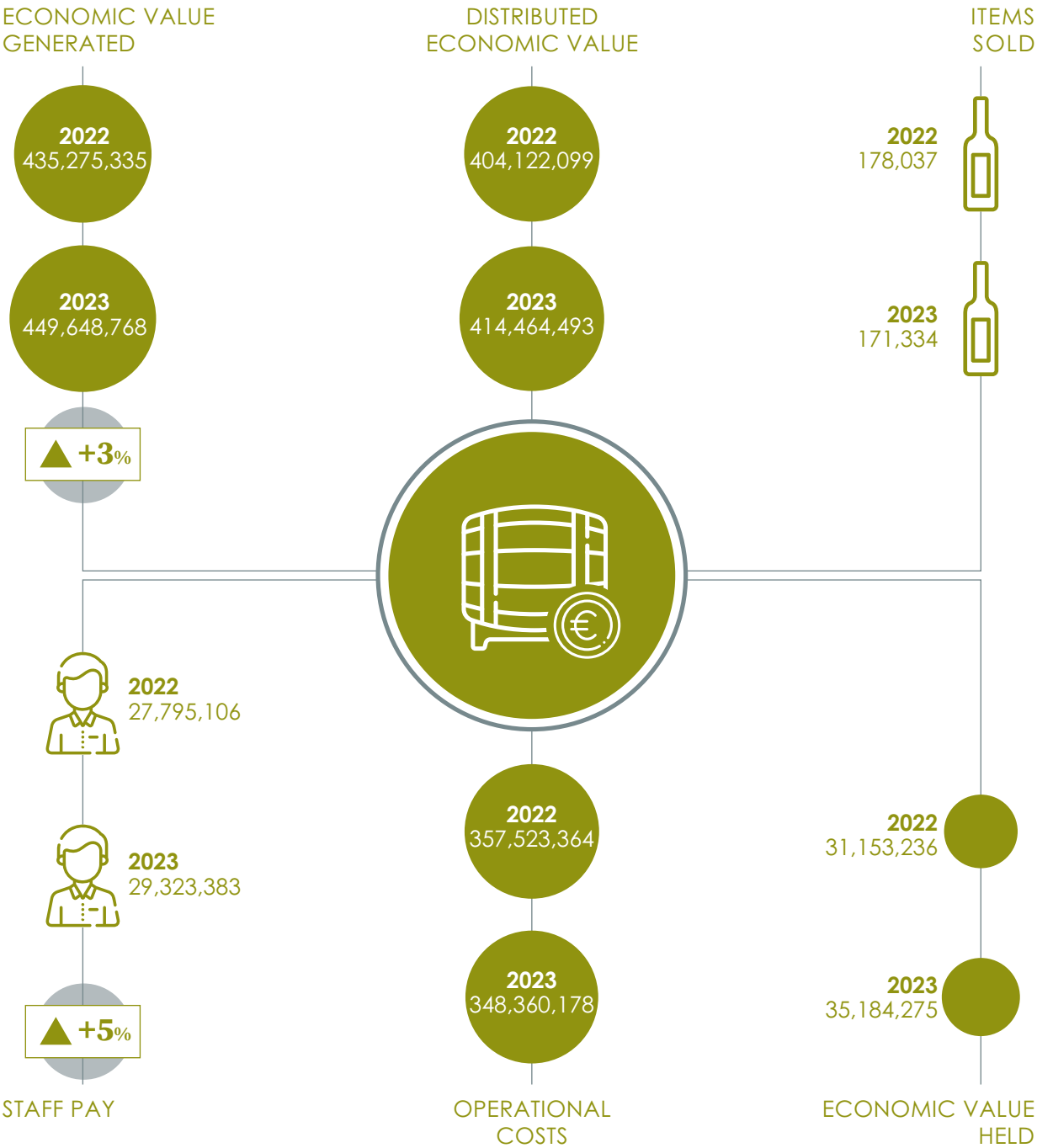
The principal phenomenon noted was a slowdown in consumption at the global level, triggered by dynamics bound up with consumption styles as well as behavioural changes (greater health consciousness and neo-sobriety) especially in the younger generations (GenZ and Millennials). This was exacerbated by a **reduction in family buying power** after two years of hyper-inflation caused by the energy crisis triggered by the Russia-Ukraine war and, above all, by a monetary crunch which raised interest rates and eroded the spending capacity of millions of families across the Western world. In **production terms an as-yet undetermined drop of around 15-18% is forecast, in expectation of official data,** to be explained by extreme weather events and the resulting proliferation of downy mildew. **Commercially speaking** a generalised drop in world wine imports of around **-7.4% in value and -7,8% in volume terms** has been forecast.

Italian wine imports are doing a little better than average, with a decrease in 7% in value (in line) and only 3.7% in volume, i.e. a mild downturn in exports: German imports of Italian wines have increased (+8.6% in volumes), for example, with -3% in value, while the French market is growing well, with an import portfolio of +4.5% in volumes and +11% in value. **Italian sparkling wines are performing much better than non-sparkling wines,** above all in France (+14.5% in volumes, + 30% in value), Norway (+1.7% in volumes, +5.6% in value) and Germany (+1.1% in volumes, + 8.5% in value). **Italian** non-sparkling and semi-sparkling wine imports are growing in Germany (+2.8%) and the UK (+2.4%) only, showing a downtrading trend (Germany -7.4% value, UK flat).



Financia Highlights 2023

In 2023 the economic value generated by the group was 449.6 million Euros, an increase of 3% over the previous year, despite the uncertainties and complexities of the macro-economic context.



Value creation for stakeholders

In 2023 Argea generated an economic value of 449.6 million Euros, an increase of 3% over 2022. The group's distributed economic value was 414.4 million Euros in 2023, this, too, was an increase of 2.5% over 2022.

92.2% of the economic value generated by Argea was distributed to stakeholders, both internal and external, and the remaining 7.8% was kept within the group.



05

**WHERE WE ARE NOW.
WHERE WE'RE GOING**

The pillars of our commitment

The group has identified four priority areas to focus its work on



1 CHAIN

TODAY

SUSTAINABLE CHAIN

Argea aims to **guarantee the sustainable quality of its wine**, and has thus adopted a chain management model based on certain consolidated long-term values:

- resource and raw material traceability across the whole production process;
- a relationship of trust with the chain's grape growers and winemakers;
- economic, social and environmental sustainability.

Argea has also set out its sustainable development and social responsibility principles in its Supplier Charter.

It promotes supplier certification and monitoring not only in economic matters but also in environmental and social terms, encouraging improvement goals and programmes in its Chain Pact and Earth Pact.



781
SUPPLIERS



65%
FILLED IN THE ESG
COMPLIANCE
QUESTIONNAIRE



OF THESE THE
100%
SIGNED UP TO THE
ARGEA CODE OF ETHICS

CONFIRMED THEIR
COMPLIANCE WITH THE
PRINCIPLES UNDERLYING THE
ISO 45001 AND ISO 14001
STANDARDS

CONFIRMED THEIR
COMPLIANCE WITH THE
PRINCIPLES UNDERLYING THE
SA8000 STANDARDS

TARGETS
2023



IMPROVED CHAIN
AUDITING

We will increase the number of audits at our supplier wine estates covering at least 60% of the wine bought with a view to promoting **ESG culture** and monitoring progress



TARGET REACHED



TARGET PARTIALLY REACHED

AUDITING PROCESS



32%

WINE PRODUCERS AS
A PROPORTION OF
SUPPLIERS



OF THESE,
COVERING

60%

OF THE VOLUME OF WINE BOUGHT,
SIGNED UP TO THE CHAIN
PACT PROJECT

Checks and on-site visits are a fundamentally important part of the monitoring process as are the performance parameters required by the chain structured into:

- minimum requirements which suppliers are required to keep to, with failure to do so leading to the termination of supply contracts.
- further requirements going beyond legal minimum standards which Argea considers essential to its supplier relations in the context of the local chain and raw material production.
- rating systems for suppliers

This approach has enabled us to widen our dialogue with suppliers and activate an improvement and growth process across the chain. The outcomes of the audit were positive and gave us insights into areas of potential improvement, but in three cases further monitored work is needed and one case led to supplier non-compliance.

Workplace health and safety and chain monitoring remain a top priority and are the heart of awareness-raising and training work taking place in all dialogue opportunities (virtual and face-to-face) to highlight its importance and supply assistance.

Chain monitoring is accompanied by ongoing training and stakeholder engagement, a key moment not solely for the purposes of sharing primary sustainability-themed information but also to enquire into the context and situation in each chain.

In particular, **in 2023 Argea indirectly involved around 1000 people with 195.5 hours of training**. On the strength of collaboration with wine estates we have enacted an ongoing improvement plan in the ESG culture field whose new goal **for 2024 is new shared projects**.

TARGETS
2024

UNITED NATIONS GLOBAL COMPACT

We will sign up to the UN Global Compact, the largest strategic sustainability initiative in the world, a pact designed to encourage firms from all over the world to adopt sustainable and socially responsible policies which will help us to promote this manifesto with our supply chain.

We will continue to implement **awareness-raising work on this theme across our chain and promote social projects focusing on the prevention and mitigation of these risks**.



THE 10 GLOBAL COMPACT PRINCIPLES



HUMAN RIGHTS

Companies are required to:

1. **RESPECT**
and foster universally recognised human rights in their respective spheres of influence
2. **ENSURE**
they are not complicit, even indirectly, in human rights abuses



LABOUR

Companies are required to:

3. **SUPPORT**
freedom of association for workers and recognise the right to collective bargaining
4. **ELIMINATE**
all forms of forced labour
5. **ERADICATE**
child labour
6. **FOSTER**
the elimination of all forms of employment and professional discrimination



ENVIRONMENT

Companies are required to:

7. **SUPPORT**
a preventative approach to environmental challenges
8. **ENGAGE**
in initiatives which foster greater environmental responsibility
9. **ENCOURAGE**
the development and dissemination of environmentally friendly technologies



COMBATING CORRUPTION

Firms are required to:

10. **COMBAT**
corruption in all its forms, including extortion and bribery.



United Nations
Global Compact

WEBSITE



TARGETS
2024

WINE CHAIN SUSTAINABILITY PACT

The Chain Pact project will thus continue for a second year in order to incentivise and support companies' improvement processes for a volume of 60% of the wine bought. Its focuses will be:

- **Upgrading companies supplying our wine estates with grapes:** extending grape supplier compliance requirements to cover ESC themes.
- **Human rights:** increase dialogue and trust with our suppliers' grape suppliers to ensure that the Chain Pact is truly recognised, shared, respected and promoted across the whole supply chain. On-site audits will be performed during the harvest as this is one of the most critical and complex periods of the year.
- **Workplace health and safety:** we will enquire further into two specific sector risks:
 - **Working at height** - on site checks on compliance with procedures and working at height methods.

- **Confined spaces** - on-site checks on compliance with the procedures and risk assessments, especially regarding specific emergency rescue tools and methods.
- **Earth Pact:** focus in-depth study of environmental themes with first step reporting on goals 1 and 2. This links into our commitment to our 2024 decarbonisation project.

The Argea team will continue to work with its most important wine estates by volume to move forward together in the direction of ESG culture progress.



TARGETS
2024

EARTH PACT

The Earth Pact, a goal which supplements the decarbonisation action which Argea is already taking. This is to cover not only the wine estates with scopes 1 and 2 reporting requirements, as noted above, but also suppliers of dry material. **73% of Argea's total emissions derive from processes linked to material suppliers.** Argea aims to engage suppliers in its decarbonisation process as emissions reductions are not solely a group concern but involve the whole supply chain. We will thus form Earth Pact agreements with our largest dry material suppliers, key players

in this project, and our objectives are therefore as follows:



2

TALENT

TODAY

WORKFORCE NUMBERS



506

WORKFORCE IN 2023
(A +12% INCREASE ON 2022)



32%

WORKFORCE WOMEN
(A +19% INCREASE ON 2022)



65%

WORKFORCE IN THE 30-50 AGE BRACKET
(A +15% INCREASE ON 2022)



8%

GENDER PAY GAP
(fixed and variable pay calculations)

On 31 December 2023 the group's total workforce numbered 506, **a 12% increase over 2022 (+57 staff)**. Analysing distribution by age group, the 30-50 age bracket accounted for 65% of the group's workforce, **an increase of 15% over 2022**.

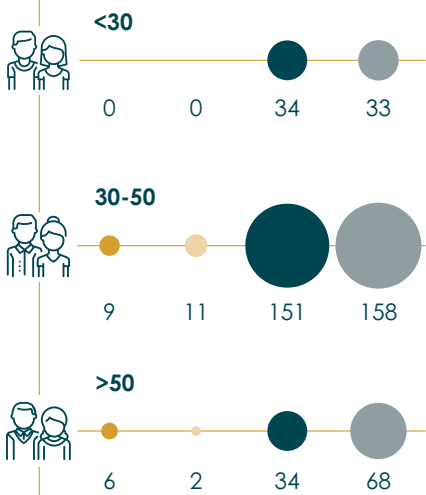
Women accounted for 32% of the total, an increase over 2022 (+19%).

Lastly, considering all professional categories, 43% were office staff, an increase over 2022 (40%).

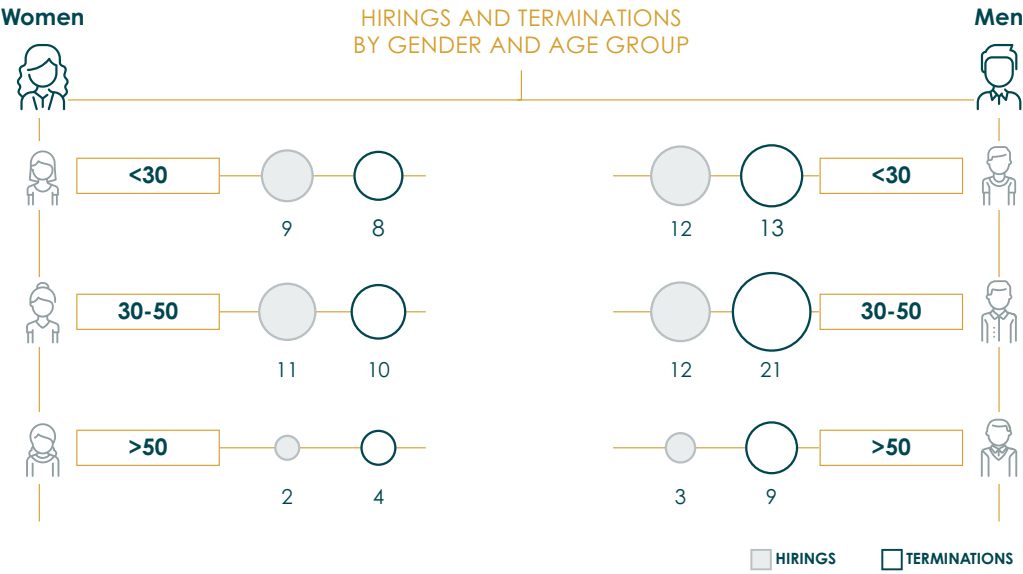
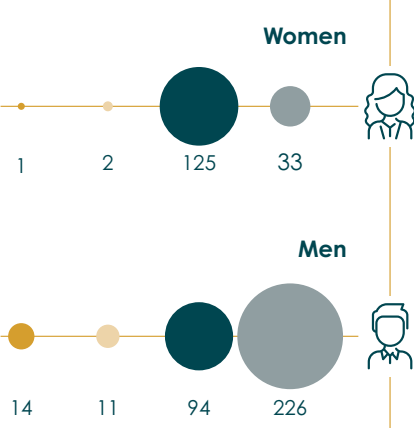


TODAY

STAFF BY PROFESSIONAL CATEGORY AND AGE GROUP



STAFF BY PROFESSIONAL CATEGORY AND GENDER



The group's turnover rate in 2023 was 12.8%, an increase over 2022 (10%) while the hiring rate was 9.7%, a reduction on the previous year (17.6%).

This turnover trend continued to be impacted by what is known as the global Great Resignation which observers see as following on from employment rate recovery in the

wake of the pandemic period drop and, at the same time, a desire for a new work-life balance.

Lastly, in pay terms, the provisions of company contracts and the applicable laws have been applied to all staff.

TODAY

EQUAL OPPORTUNITIES, INCLUSION AND RESPECT FOR HUMAN RIGHTS

The group works in accordance with equal opportunities principles based on merit, professional skills and performance with no discrimination, fully respecting human rights. Pursuing strength in diversity reflects Argea's values, as a group which has always worked to

create an inclusive work environment. In 2023 the various actions and policies implemented by Argea ensured a total absence of discrimination incidents in the whole reporting period. All the group's firms are SA8000 certified, guaranteeing its social responsibility.

PAY POLICIES

Fostering a gender diversity and equal opportunity culture is a priority for Argea across all aspects of its professional life.

The Gender Pay Gap calculated for 2023, on both fixed and variable pay was 8%.

VALUING PEOPLE AND PROFESSIONAL DEVELOPMENT

In relation to its people development, career and organisational policies, in 2023 Argea structured and implemented a clear and voluntary training plan.

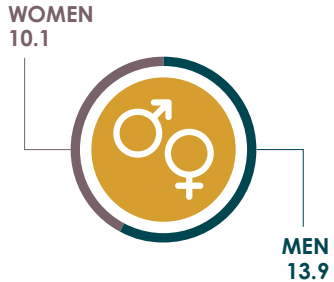
- Promoting personal development is primarily a matter of training which, in 2023, focused on:
- health, safety and environment;
 - soft, organisational, language and digital skills;
 - technical and operational skills.



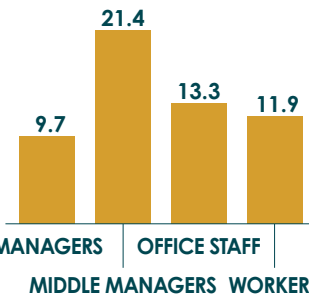
AVERAGE TOTAL TRAINING HOURS



AVERAGE TOTAL TRAINING HOURS BY GENDER



AVERAGE TOTAL TRAINING HOURS BY PROFESSIONAL CATEGORY



TARGETS
2023

✓ INCREASING ENGAGEMENT
AND PARTICIPATION

Planning at least two events per year to **increase staff participation and involvement** in the group's trends and macro-projects

✓ INCREASING SPENDING POWER

Inserting **welfare quotas** in level 2 contracts agreed with social stakeholders in order to increase their spending power

✓ INCREASING ENGAGEMENT
AND PARTICIPATION

Extending working-hour flexibility **and incentivising** smart working

✓ TARGET REACHED

✓ TARGET PARTIALLY REACHED

FOUR EVENTS TO CONSOLIDATE ENGAGEMENT

We held **4 events** in December 2023 to **consolidate staff engagement and participation**

in the group's progress and macro-projects. All the group's staff were invited to meetings.



TARGETS
2023

SUPPLEMENTARY
AGREEMENTS

MGM and Botter are covered by level 2 supplementary agreements fixed with social stakeholders. These agreements are very similar as they were both negotiated in the same period (first four months of 2022). They include fixed welfare quotas (goods purchase vouchers) and the potential for employees to convert **part or all of their performance bonuses into welfare with an additional 10% premium contributed by the company**. 2023 was the first year of application (in relation to 2022 performance bonuses) and staff showed considerable interest in this, with a conversion rate of 55% of total performance bonus value at MGM and 30% at Botter.



10%

ADDITIONAL PREMIUM PAID BY THE COMPANY IN PERFORMANCE BONUS CONVERSION INTO WELFARE



55%

CONVERSION OF TOTAL PERFORMANCE BONUS VALUE AT MGM



30%

CONVERSION OF TOTAL PERFORMANCE BONUS VALUE AT BOTTER



161

POTENTIAL USERS OF FLEXIBILITY



148

STAFF ENTITLED TO WORK REMOTELY



3,121

STAFF WORKING REMOTELY

OPPORTUNITIES

Flexibility: office staff only are entitled to this (not everyone on the grounds that certain groups of employees work fixed hours for organisational reasons), the situation is shown below.

Smart working: only those who have followed an internal authorisation process are entitled to this, with assessments of the potential to work remotely + suitable IT equipment + signing of a specific policy, the situation is shown below.

TARGETS
2024

WOMEN'S EMPOWERMENT PRINCIPLES

We are committed to the Women's Empowerment Principles (WEPs) and to setting our related action targets prior to 2024.

The WEPs are a United Nations strategy designed to achieve the 2030 agenda's gender equality and sustainable development goals. They are a set of principles which supply guidelines to companies on how to foster gender equality and women's empowerment in the workplace, on the market and in the community.

The WEPs are inspired by international labour and human rights standards and based on the fact that it is in the interests of companies, and their responsibility, to work for gender equality and women's empowerment.

Joining the WEP community requires companies to undertake to put these principles into practice, working jointly with their stakeholders to foster business practices capable of empowering women.

WEBSITE

This includes equal pay for equal work, a supply chain attentive to gender and zero tolerance of sexual harassment at the workplace.

Argea has signed up to the WEPs and believes that companies have a great part to play in equality between men and women. It is only by narrowing the gender gap that all workers can be guaranteed equal career opportunities, pay, and thus true professional self-fulfilment. At the same time, this commitment enables Argea to identify and develop its female talent, consolidate the position of the company's women and act as an example in its relationships with stakeholders and related demands. Argea will also identify its gender gap and set out the first alignments needing to be put into practice.



TARGETS
2024



“We look to the private sector to generate innovation, employment and funding capable of narrowing the work gender gap and promote sustainable development goals. This will help our women, our families and our communities and is certainly positive in business profitability terms. Firms investing in women, supporting their leadership and decision-making powers and committing to working for gender equality generally do better than their competitors. Women's empowerment principles offer an optimal platform for change.”

Amina Mohammed,
Deputy Secretary-General
of the United Nations at the WEP Forum in 2018

- Establishing high-level company leadership for gender equality.
- Treating women and men equally at work. Abiding by and supporting human rights and non-discrimination principles.
- Ensuring health, safety and wellbeing for both male and female staff.
- Promoting women's education, training and professional development.
- Implementing business development, supply chains and marketing practices which empower women.
- Promoting equality via community initiatives and sponsorship.
- Measuring progress towards gender equality and reporting publicly on it.

WEP PRINCIPLES

ENGAGEMENT EVENTS

In-company engagement events are of key importance for various reasons relating to staff wellbeing, productivity and organisational cul-

ture. We therefore commit to holding at least one people-engagement event per year.

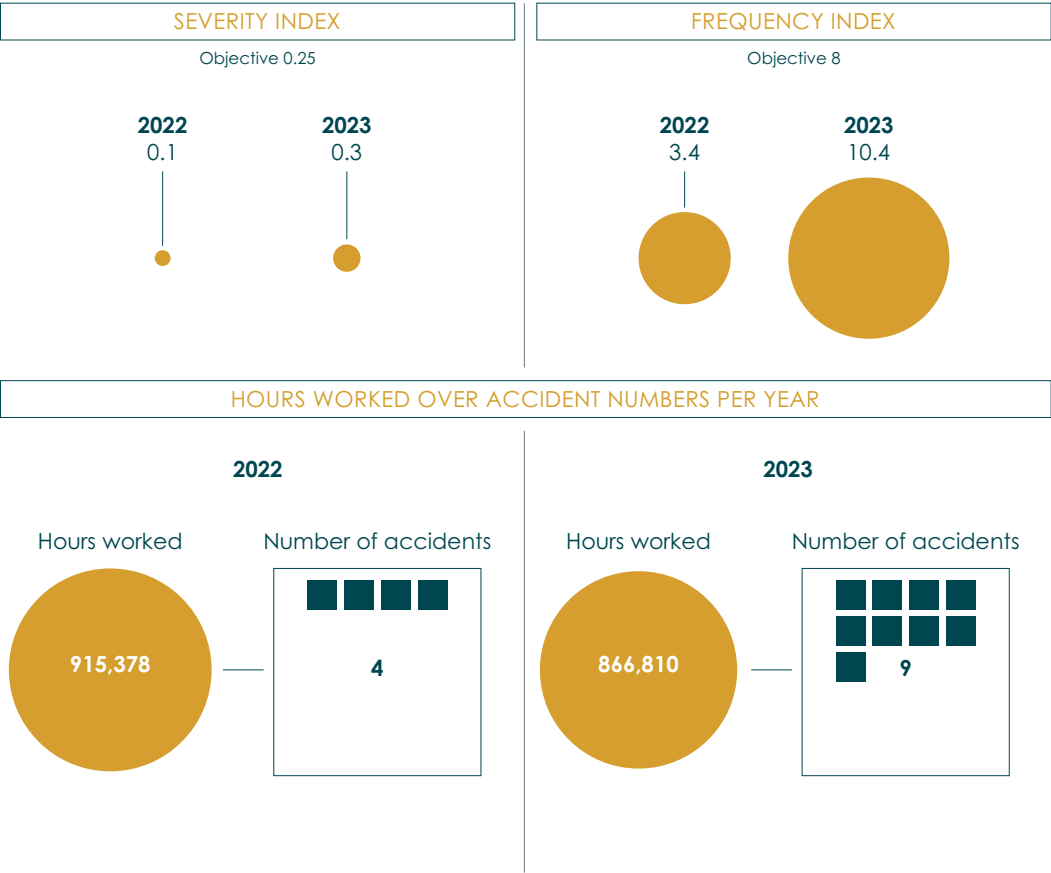
3 WELLBEING

TODAY

PREVENTION AND SAFETY

Argea has adopted a workplace health and safety management system compliant with ISO 45001 standards which enables us to increase accident and injury prevention and reduce work's health impacts proactively while safeguarding firms' organisational structure. Workplace health and safety is managed by individuals including an occupational health physician tasked with health monitoring, the health and safety representative (RSPP), helped by an assistant, and the employee health and safety representative (RLS) and health and safety officers who are the backbone of the system and key figures in any renewed commitment going beyond legal requirements.

All staff are urged to take an active part in the system.
In 2023 Argea had 9 accidents, a rate of 10.4% with a severity index of 0.29. This is well below the national average but we are in no way satisfied with it. Our commitment to zero accidents is a very clear target which we hope to achieve by committing to a cultural revolution and renewal.

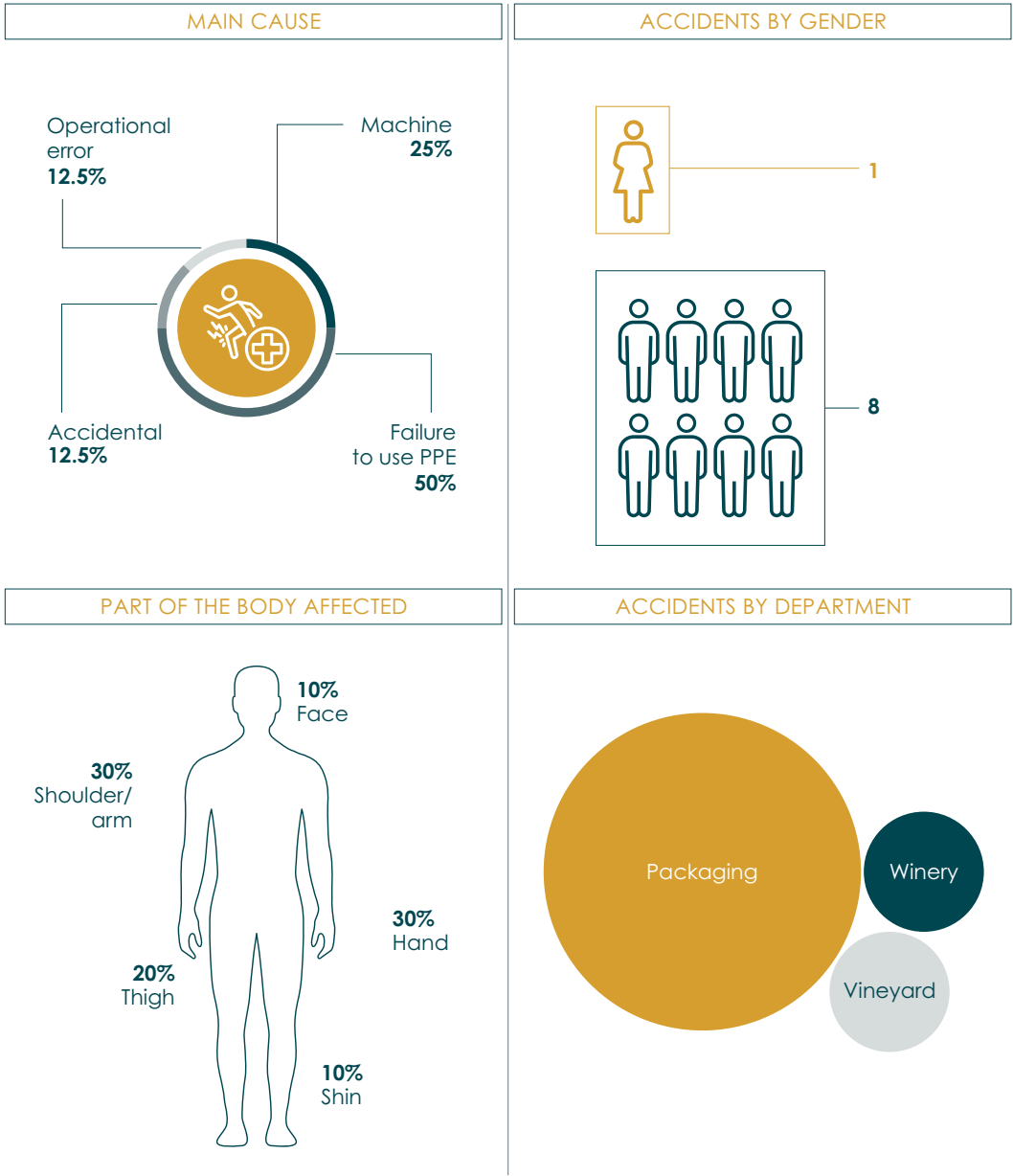


TODAY

The company's main accident type is bound up with failure to use PPE or its improper use. In 2023 around 60 near misses were reported. Formalising and analysing these reports is designed to make the workplace safer, **improving the worker health and safety management system.**



ACCIDENT ANALYSIS



TODAY

OUR PEOPLE'S HEALTH AND WELLBEING

The group constantly monitors its workplace health and safety situation via its occupational health physician, in the first place. **Once hired all staff undergo a health check-up by the occupational health physician.** This is repeated with a frequency set out by the occupational health physician on the basis of individual employee task-related risk assessments. With a view to ensuring quality health monitoring we chose to appoint a second medical coordinator, to work alongside the

occupational health physician, to help the latter set out health protocols and in the more delicate situations. Staff are always involved in participation and consultation on health and safety themes including via the employee health and safety representative (RLS). Specifically this latter represents and safeguards workers' rights in the workplace health and safety context with a view to fostering dialogue between the company and its staff.

ONGOING AND IMPROVEMENT TRAINING

Ongoing staff training on health and safety at the workplace is absolutely indispensable. In this context, in addition to the yearly courses

legally required, **the group supplies specific training to all newly hired staff** focusing on the main risks associated with their duties.



TODAY

SAFETY AMBASSADORS AND SAFETY LEADERS

The Safety Ambassador and Safety Leader project is an in-house initiative we are very proud of. It involves colleagues from all over the firm representing the various departments and heads of department to raise awareness on this theme and step up the work we are doing and the cultural shift underway.

Safety ambassadors are specially appointed staff or volunteers who play a key role in

- Promotion of a health and safety culture:** contributes to generating and maintaining a company culture in which health and safety is a priority shared by all staff. fosters safe behaviours and encourages an accident prevention mindset.
 - Awareness raising:** plays a key part in raising employee awareness of risks and safe practices. Via training sessions, workshops and periodic communications, this raises awareness and know-how regarding safe procedures.
 - Education and training:** provide ongoing training to colleagues ensuring that everyone is kept up-to-date on the latest safety laws and safe practices. This includes correct use of personal protection devices (PPE), risk reporting and emergency procedures.
 - Monitoring and assessment:** monitoring compliance with health and safety practices and constantly assessing workplace practices to identify areas needing improvement. They can carry out internal audits by means of checklists supplied by the Health and Safety Service and supply feedback on the direction to take to improve existing procedures.
- Effective communication:** acting as a bridge between our people and management, facilitating two-way communication. They gather concerns and suggestions from colleagues and report these to management, ensuring that workers' voices are heard and taken into account.
 - Support during emergencies:** in emergency situations these can take the lead, co-ordinating evacuations, providing assistance and ensuring that emergency procedures are being followed to the full.
 - Motivation and engagement:** actively involving health and safety staff and helping to create an environment in which everyone feels responsible and takes part in fostering a safe workplace environment. This can raise morale and colleagues' sense of belonging.

promoting and maintaining workplace health and safety. Safety leaders are health and safety officers with an active role in, and responsibility for, workplace health and safety. Both are tasked with raising awareness, training and guiding their colleagues on safety practices, liaising between our people and management. These training programmes are important for a range of reasons:

TODAY



An initiative which developed out of this is BOT-TERRUN, now on its second year at our Veneto site. It is a run held outside the company site designed to promote physical fitness whose slogan is "Don't run up and down the stairs, run because it's healthy". And also Games Without Borders held to encourage good health and safety practices. During these yearly initiatives we talk about workplace health and safety which is crucial to ensuring a safe and risk-conscious working environment.

These training initiatives are key to generating a healthy and safe working environment. Commitment and events such as these can significantly diminish risks, improve awareness and train staff, fostering a safety culture in which everyone is involved. The initiatives triggered by this work include BOTTERRUN, on its second year now, and BOT-TERGAMES, on its first year at our Veneto wine estate.



FIRST AID AND FIRE PREVENTION FIRST RESPONSE TEAMS

Our emergency teams take specific courses on fire and explosion prevention and first aid practices. At Argea, however, this training goes well beyond legal requirements, with teams being trained every year via practical activities and role plays including with the assistance of emergency first response professionals (firefighters, red cross, etc.).

TARGETS
2023

✓ **SAFETY: ZERO ACCIDENTS**
Despite this we will work to remain below the technical value of 8 and 0.25 respectively for frequency and severity indexes

✓ **100% CERTIFIED SAFE WORKPLACE SITES**
We will extend 45001 standards and certification to our Poderi dal Nespole site before the end of 2023 and all the group's companies

- ✓ TARGET REACHED
- ✓ TARGET PARTIALLY REACHED

MULTIPLE MILESTONES

Achieving our zero-accidents target is an ambitious plan and the fact that we did not achieve it in 2023 is indicative of the need to continue with ongoing health and safety practice improvements. We have a plan of action for health and safety excellence. Furthermore we will continue work to remain below the technical value of 8 and 0.25 respectively for frequency and severity indexes.



TARGETS
2024

ZERO ACCIDENTS

We will continue work to remain below the technical value of 8 and 0.25 respectively for accident frequency and severity;

SAFETY DAY

Our plan is to create Safety Days for all the group's staff. These will focus on health and safety promotion in a modern, innovative and engaging way.

PPE - PERSONAL PROTECTION EQUIPMENT

PPE is an essential component in any workplace health and safety strategy. In addition to the quality and suitability of the PPE used its efficacy also depends on adequate worker training and rigorous practical application. We will

improve our current PPE use plan as we believe we can significantly reduce our accident and occupational disease rates, ensuring a safer working environment for everyone.

WORK IN CONFINED SPACES

Correct implementation and respect for the working procedures in confined spaces is crucial to preventing accidents and protecting workers' lives. There are still too many accidents in this sector, including serious ones, and these are often bound up with the cleaning or inspection of cisterns. The safety procedures must be rigorously abided by and regularly updated in accordance with current

law and best sector practices: we will work on our procedures and equipment to make them even more effective, including where confined space rescue and/or suspected pollution is concerned, in order to modernise the management of this risk in accordance with the most modern techniques and technologies available.

WORK AT HEIGHT

The importance of following appropriate work at height practices is crucial because these protect workers when they are working at height (for example on ladders). These procedures safeguard workers' lives and health, ensuring respect for the law, improving operational efficiency and promoting a culture of safety. We will improve our work-at-height operations on the basis of the various activities and duties and in this case, too, we will take action to improve safety by using the most modern equipment available for this type of work.

05

4

EARTH

TODAY



100% CO₂
FROM SCOPE1 OFFSET
WITH CERTIFIED REDUCTION
OR REMOVAL PROJECTS



5.7%
PHOTOVOLTAIC ENERGY
INSTALLED BY THE GROUP



100%
100% ELECTRICITY FROM
RENEWABLE SOURCES



**0.40
GJ/HL**
ENERGY INTENSITY*



**0.018
TCO₂/HL**
EMISSION INTENSITY**



0%
WATER COLLECTION
FROM WATER
SHORTAGE AREAS

* Energy Intensity is the relationship between all the group's energy consumption and the hectolitres of wine made.
** Emission Intensity is the relationship between all the group's CO₂ eq consumption and the hectolitres of wine made.

LOW CARBON TRANSITION: OUR NEW FRONTIER

Argea is working to prevent, minimise, mitigate and offset its environmental footprint and impact on fauna and flora and recognises the need for a proactive transition to a regenerative economy, respectful of living beings and low carbon and also capable of generating social value.
To this end we actively encourage the development of feasible practical solutions in conjunction with the institutions and other

players working responsibly within production cycles and connected consumption, promoting alternative resources, sustainable product design and the dissemination of eco-efficient technologies and management methods.
Low-carbon transition, responsible use of resources and promotion of responsible lifestyles conserve natural capital and generate value for the company.

TODAY

CO₂ EMISSIONS

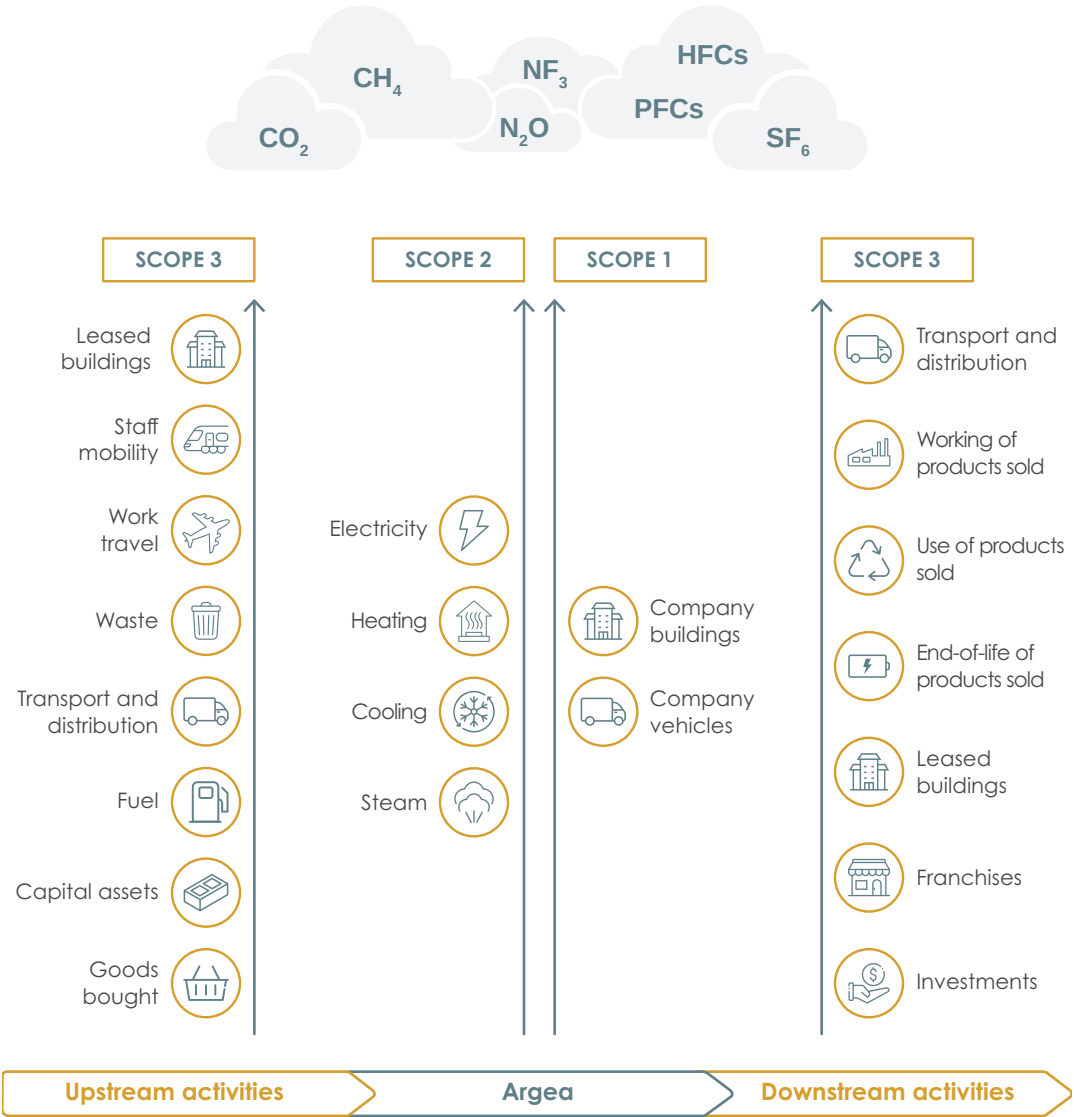
Analysis of our carbon footprint has shown that most of our emissions (98.9%) are scope 3 and thus produced outside company operations.

Emissions falling within the perimeter of Argea operations (scope 1 and scope 2) account for 1.1%.

	2023 ton CO ₂ eq	2023 % data
CARBON FOOTPRINT	194,234	
SCOPE 3 UPSTREAM	156,381	80.5%
1. Buyable goods and services	143,032	73.6%
2. Capital assets		
3. Other energy activities	361	0.2%
4. Upstream logistics	11,946	6.2%
5. Waste generated	172	0.1%
6. Work travel	203	0.1%
7. Staff commuting	656	0.3%
8. Upstream leasing assets	11	0.0%
SCOPE 1	2,202	1.1%
SCOPE 2 MARKET-BASED	0*	0%*
Location based		
SCOPE 3 DOWNSTREAM	35,651	18.4%
9. Downstream logistics	33,719	17.4%
10. Product working		
11. Product use		
12. Product end-of-life	1,926	1.0%
13. Downstream leasing assets	6	0.0%
14. Franchising		
15. Investments		

Total emissions reported for 2023 were 194,234 t CO₂eq based on market-based calculations. Scope 1 emissions, i.e. emissions directly generated by ARGEA from fuel consumption were 2,250 t CO₂eq. *Scope 2 emissions, i.e. emissions indirectly linked to the energy bought were 4,382 t CO₂eq (to be added to the total t in the table, i.e. 2.25%): these were entirely offset by buying electricity from renewable sources. Scope 3 emissions, i.e. emissions indirectly related to ARGEA and generated along its value chain, were 192,032 t CO₂eq.

TODAY



TODAY

ENERGY RESOURCES

ARGEA promotes responsible management of energy resources via attentive and constant monitoring with a view to analysing and optimising energy use at the various production sites and in all its consolidated companies.

2023 energy needs amounted to 85,044, 79.3% of which came from renewable energy. The main energy sources used in the production process were natural gas (methane), diesel and electricity. Our company vehicles, on the other hand, consume diesel, petrol and LPG.

ENERGY CONSUMPTION USED INSIDE THE ORGANISATION (GJ)		2023
TOTAL COMPANY VEHICLE CONSUMPTION		7,421.1
Diesel		6,685
Petrol		731.2
LPG		4.9
PRODUCTION PROCESS CONSUMPTION		29,954.6
Diesel for heating and plants		179.3
Natural gas for the production process and heating		29,775.3
ELECTRICITY CONSUMPTION		47,668.8
Renewable consumption with guaranteed origin		47,668.8

WATER RESOURCES

Most of the water used at our production sites is for cleaning and hygienising wine estate plants and spaces and for bottling lines.

Almost all of the water collected is returned to the environment in accordance with authorised parameters. All sites constantly monitor water consumption via periodic water meter readings and ongoing monitoring of all devices which use the water system (taps, WC flushes, showers).

Methane is used primarily in boilers with the remaining share being used for domestic water and heating.

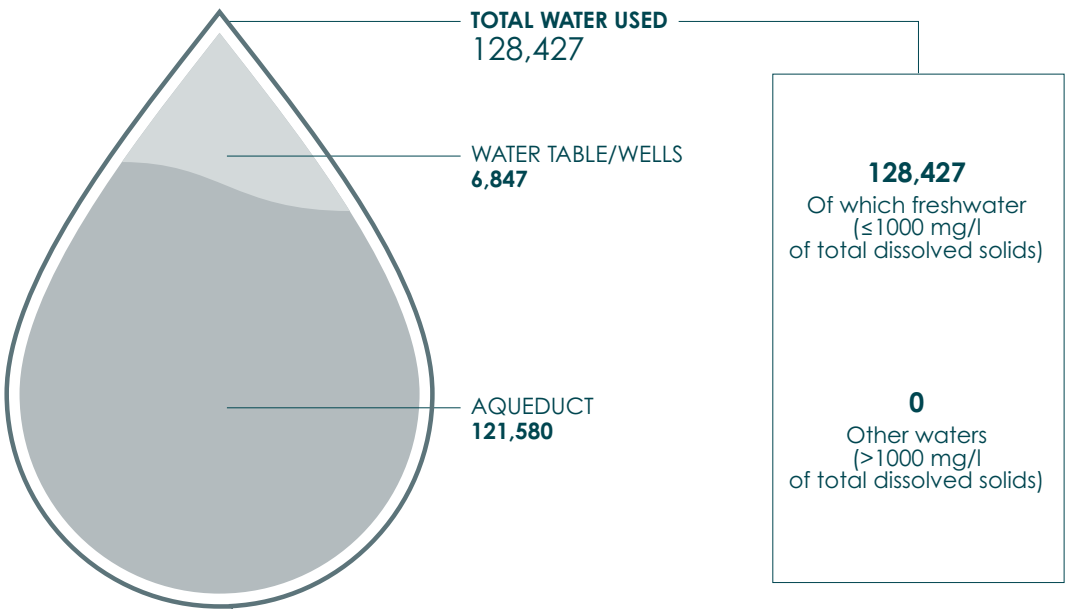
Most of the group's company vehicles (89%) are diesel with the remaining 11% using petrol.

In 2023 total water volumes collected by production sites was 128,427 megalitres, with 0% coming from water shortage areas.

Water shortage areas were identified using the World Resources Institute tool.

TODAY

THIRD PARTY WATER USE (megalitres)



MATERIALS

Argea always prefers to use **reduced environmental impact materials** capable of maintaining end product quality standards unchanged.



84.3%
ARGEA RECYCLED MATERIAL

RAW MATERIALS	KG	
Internal dividers	887,822.82	0.84
Bags	202,163.00	0.19
Stamps	9,017.40	0.01
Bottles	92,028,431.80	86.99
Boxes	696,252.48	0.66
Capsules	263,161.54	0.25
Cardboard boxes	5,630,208.51	5.32
Labels	1,021,975.14	0.97
Wire caps	189,461.85	0.18
Handles	14,561.20	0.01
Pallets	3,805,560.00	3.60
Corks	858,692.30	0.81
Tralcetto	1,078.80	0.00
Wraps	189,348.90	0.18
Wine	135,605.99	0.13
TOTAL	105,933,341.74	

TODAY

WASTE

In 2023 the group continued to perform strict checks on **its waste management**.

WASTE GENERATED BY DISPOSAL METHOD (T)

CATEGORY	SUB-CATEGORY	2023
Non-hazardous	D1-D15	248.0
Hazardous	D1-D15	0.4
Non-hazardous	R1	0.0
Hazardous	R1	0.0
Non-hazardous	R3	793.1
Hazardous	R3	0.0
Non-hazardous	R2; R4-R13	1,961.5
Hazardous	R2; R4-R13	5.7

WASTE GENERATED BY COMPOSITION

Other insulating material containing or made up of hazardous materials	2.14
Obsolete equipment, containing hazardous components	0.02
Obsolete equipment, differing from items 160209 to 160213	0.07
Obsolete equipment, differing from items 160209 to 160214	0.06
Absorbent material, filters (including not otherwise specified oil filters) Cloths and protective clothing, contaminated by hazardous substances (PPE)	0.005
Absorbent material, filters, cloths and protective clothing differing from that listed in item 15.02.02	0.38
Components removed from obsolete equipment differing from those listed in item 160215	0.04
Treatment muds in effluent areas	1201.39
Oil filters	0.005
Composite packaging	96.44
Packaging containing hazardous substance residues or contaminated by these substances	3.66
Plastic packaging	256
Glass packaging	278.61
Paper and cardboard packaging	580.8
Wood packaging	3.6
Mixed material packaging	80.08
Metal packaging	0.5
Wood	2.55
Insulating material differing from that listed from 170601 to 170603	6.57
Mineral engine oils, gears and lubrication, non-chlorinated	0.26
Ion-exchange resin saturated or exhausted	0.23
Aqueous waste differing from item 161001*	64.7
Waste generated by washing, cleaning and grinding raw materials	410.21
Chemical laboratory substances containing or made up of hazardous substances including chemical laboratory substances	0.04
Used printing toner differing from item 080317*	0.202
Iron and steel	20.16

TARGETS 2023

- ✓

COMPLETE NEUTRALISATION
We will offset Scope 1 CO₂ emissions and move in the direction of **complete neutralisation**
- ✓

SUSTAINABLE VEHICLE FLEET
Adopt **sustainable purchasing criteria for the vehicle fleet**
- ✓

ZERO CO₂ FROM SCOPE 2
Transfer of 246t CO₂eq. to certified green electricity from renewable sources
- ✓

RECHARGING COLUMNS
Equip each site with at least one **car recharging column**
- ✓

SCOPE 3 ANALYSIS
Scope 3 **analytic study** for the next CO₂ reduction/offsetting targets

- ✓

TARGET REACHED
- ✓

TARGET PARTIALLY REACHED

We have offset Scope 1 CO₂ emissions and moved in the direction of complete neutralisation. We have supported two important projects in Latin America and Africa which will offset our Scope 1 CO₂ emissions. These two projects will have

social and economic impacts which we are very proud of. The projects selected are high quality and reliable as they are supplementary, real, measurable, verified, certified, permanent and unique.



TARGETS
2023

ACCESS TO CLEAN WATER
FOR IMPROVED HEALTH

Cambodia

Improving health in rural communities with clean water

This project is designed to take on one of the primary challenges for rural communities in Cambodia: the lack of access to clean water.

The goal is to begin production and distribution of drinking water by means of local social firms. It is a model with the potential to enable individual villages to become self-sufficient, with sustainable future solutions.



WEBSITE



WATER
TECHNOLOGIES



416
JOBS CREATED IN
RURAL COMMUNITIES,
INCENTIVISING LOCAL
COMMUNITIES



7,000
TONS OF CO₂E SAVED ON
AVERAGE EVERY YEAR,
SUPPLYING AN ALTERNATIVE
TO FOSSIL FUELS



832,000
PEOPLE WHO NOW HAVE
ACCESS TO DRINKING WATER

TARGETS
2023

SUSTAINABLE WOOD
PLANTATIONS

Ghana

Sustainable reforestation at the Equator

The project involves the Ashanti region of Ghana. It is designed to make use of abandoned land with a view to generating 12,000 hectares of sustainable forests in the long term.

As required by international FSC certification these forests can reduce greenhouse gas emissions significantly. They can also supply sustainable wood, increase food production and generate work for local communities.



RE-WOODING, REFORESTATION,
RE-VEGETATION (RRR)



35,000
TONS OF CO₂E SAVED ON
AVERAGE EVERY YEAR



VARIOUS EMPLOYMENT
OPPORTUNITIES FOR LOCAL
RURAL COMMUNITIES



4,200
HECTARES OF ABANDONED
LAND REFORESTED

WEBSITE



TARGETS
2023



Zero Goal 2 CO₂ target: we have zeroed these for 2023 by purchasing certificates of origin for our non-renewable energy share. The Argea group is thus currently purchasing electricity from exclusively renewable sources.

We have implemented a Car Policy involving the purchase/rental of shared cars assigned in accordance with **sustainable criteria**: in the first case electric or consuming up to 60g CO₂/km, in the second case we never exceeded 160g CO₂/km. All our new 2023 vehicles fulfilled this requisite.

We have not yet equipped all our sites with **car charging columns** but our plans have been approved.

All sites are **ISO 14001 certified**.

We have shifted to FSC certified cartons (**from sustainable forests**) for our **boxes and bag-in-box and bag-in-tube tubes**.

TARGETS
2024

COMMITMENT TO SBTi

Following on from a Scope 3 analytical study, Argea has decided to implement its **Commitment to the SBTi**, defining and submitting its targets before the end of 2024.

SBTi

Commit

- Online registration
- Submission of Standard Commitment Letter signed

Develop

- 24 months from the Letter to develop goals aligned with SBTi Near-Team (2030) and Net-Zero (2050) criteria
- Goals must subsequently be passed down to the company level

Submit

- Submission of goals and filling in pre-assessment questionnaire
- Target revision and validation

Communicate

- Target publication occurs 30 days after approval
- These must be made public within 6 months, or approval will expire

Disclose

- Yearly emissions disclosure and progress monitoring, at least via: CDP rating, annual report, sustainability report and website

The **United Nations Science Based Targets initiative (SBTi)** is designed to guide the private sector's climate action, helping firms to set **emissions reduction targets in accordance with science**. It is a partnership between CDP (former Carbon Disclosure Project), the UN Global Compact, WRI (World Resources Institute) and WWF.

A Science-Based Target is a **greenhouse gas emission reduction target based on science**, i.e. in line with the decarbonisation levels needed to **limit global temperature increases to below 1.5°C** above pre-industrial levels.

Setting science-based targets is no simple matter because it requires studying climate scenarios relevant to the company's business. It is of crucial importance to planning reliable and completely personalised climate roadmaps, however.

SBTi has drawn up ad-hoc methodologies for some sectors: **Forest Land and Agriculture (FLAG)** which enables agricultural supply chains to be included in a company's submission, but also aviation, finance and transport, amongst others.

Investors, clients, staff, all stakeholders, both internal and external, all expect the **company to take positive climate action**. Today defining Science-Based Targets is best practice.

SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

WEBSITE

TARGETS
2024

NET ZERO 2050

We aim to draw up our Net Zero CO₂ 2050 strategy before the end of 2024. We undertake to formalise these emissions reduction targets, including mid-term 2030 targets. This strategy will then be submitted to SBTi for approval.

MORE PHOTOVOLTAIC

As regards Scope 2 our objective is still to maintain renewable source electricity levels at 100% and to increase in-house photovoltaic production.

CIRCULAR ECONOMY

Together with universities and research centres our aim is to study potential **circular economy** partnerships for Argea's waste.

PACKAGING

We will activate an Ecodesign project with a view to finding new ways to improve the environmental impact of some of our products, **acting on packaging and potentially on wine raw materials** with a view to using ecodesign to lighten the environmental pressures involved in making them.

PET BOTTLES

We will set up a PET bottle project with a view to seeking out lower environmental impact solutions (using recycled material of non fossil-fuel plant origin with CO₂ captured from the atmosphere.



5
PLASTIC BOTTLES
TESTED



TARGETS
2024

With these research studies Argea's aim is to extend its operational base, choosing the most innovative and lowest environmental impact materials possible. with a view to putting our decarbonisation and improved environmental profile goals into practice.

SETTING UP OF THE NEW LIGHT GLASS PROJECT

It is well-known that glass plays a significant part in wine estates' environmental profiles, as a hotspot on which action is needed. Argea began moving in the direction of lightening glass in 2023, saving around 30 tons of glass, and in 2024 we will continue to test and identify lighter bottle models. The focus will be on two bottles:

- Albero della Vite will replace one of its bottles, saving **50 g** per bottle. With volumes forecast for 2024 this saving would amount to **approx. 37.5 tons** (no. of bottles lightened by shifting to Albero della Vite = 750,000)
- A second bottle is still at the planning stage: as compared to the current bottle its weight savings will be **60 g**. At 2023 volumes this would save around **350 tons**.



30
TONS OF GLASS
SAVED IN 2023



350
FORECAST TONS OF GLASS
SAVED FOR 2024



2
WINES INVOLVED IN THE
PROJECT (PROSECCO
AND PROSECCO ROSATO)

Argea believes in and supports this project and a programme of tests was drawn up in 2023 designed to assess the extent to which this process can be mechanised as well as various potential partnerships.

Disseminating wine culture

Working in a pleasant environment surrounded by beauty has a significant impact on wellbeing and productivity. **The Zaccagnini wine estate in Abruzzo hosts a great many art works. Wine is a human art here.**

It is a full-blown inclusive space in which to celebrate art where wine and art go hand in hand, as two forms of

pleasure which need to be nurtured with love, patience and rigour. In 1984 the Zaccagnini wine estate set out on a journey which has made it an inclusive space and a cultural beacon for artists, musicians, writers and culture lovers. Argea supports this vision with a view to disseminating wine culture through the world.



SITIO (2006)

by Mario Bottinelli Mountandon (FRANCE)

The individual boxes symbolise human beings and the wall stands for society. The loss of human values such as friendship, family, etc. is breaking society up (the wall falling down) but the bottle above it reminds us that society thirsts to get back what it has lost, thus standing for hope for the future.





IL SOLE DI CASCELLA (2004)

This work was exhibited at the G8 in L'Aquila and embodies a vine leaf, a grape in a bunch and the sun, wine's three ingredients.

An attractive workplace contributes to work satisfaction and stress reduction. Light-filled space packed with art has a positive effect on our people.



DIONISO (2005)

by Paolo Berrettini (Tuscan artist)

The table symbolises a sort of altar where sacrifices were once made for plentiful fruit.

Note that the table ends with a ram, an animal which symbolises prosperity. Providing and sharing pleasant spaces is a way of disseminating wine culture.



Methodological note

This Sustainability Report was drawn up in compliance with Global Reporting Initiative Reporting Standards set out by GRI – Global Reporting Initiative.

GRI STANDARD	DISCLOSURE
GRI 2: General Disclosures 2021	2-1 Organizational details
	2-2 Entities included in the organization's sustainability reporting
	2-2 Reporting period, frequency and contact point
	2-4 Restatements of information
	2-6 Activities, value chain and other business relationships
	2-7 Employees
	2-8 Workers who are not employees
	2-9 Governance structure and composition
	2-10 Nomination and selection of the highest governance body
	2-11 Chair of the highest governance body
	2-12 Role of the highest governance body in overseeing the management of impacts
	2-14 Role of the highest governance body in sustainability reporting
	2-22 Statement on sustainable development strategy
	2-23 Policy commitments
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Compliance with laws and regulations
	2-29 Approach to stakeholder engagement"
GRI 3: Material topics 2021	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken
GRI 301: Materials 2016	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
GRI 302: Energy 2016	302-1 Energy consumption within the organization
	302-3 Energy intensity
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
	303-2 Management of water discharge related impacts
	303-3 Water withdrawal
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions
	305-4 GHG emissions intensity
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions

GRI STANDARD	DISCLOSURE
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts
	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria
GRI 401: Employment 2016	401-1 New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-6 Promotion of worker health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-9 Work-related injuries
	403-10 Work-related ill health
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
	405-2 Ratio of basic salary and remuneration of women to men
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria

CONCLUSIONS

Argea's purpose in this report was to set out its work in a transparent way, sharing its values, goals, results and goals for the coming years with a view to the specific common good objectives set out in the report.

The report encompasses the Argea group's Italian companies: Botter SpA, Mgm Mondo del Vino SpA, Poderi dal Ne-spoli srl, Santodeno srl, Zaccagnini SpA and Integra srl.



www.argea.com

WEBSITE

