



# ANDRIANI

*Natural innovators.*



IMPACT  
REPORT  
**2020**



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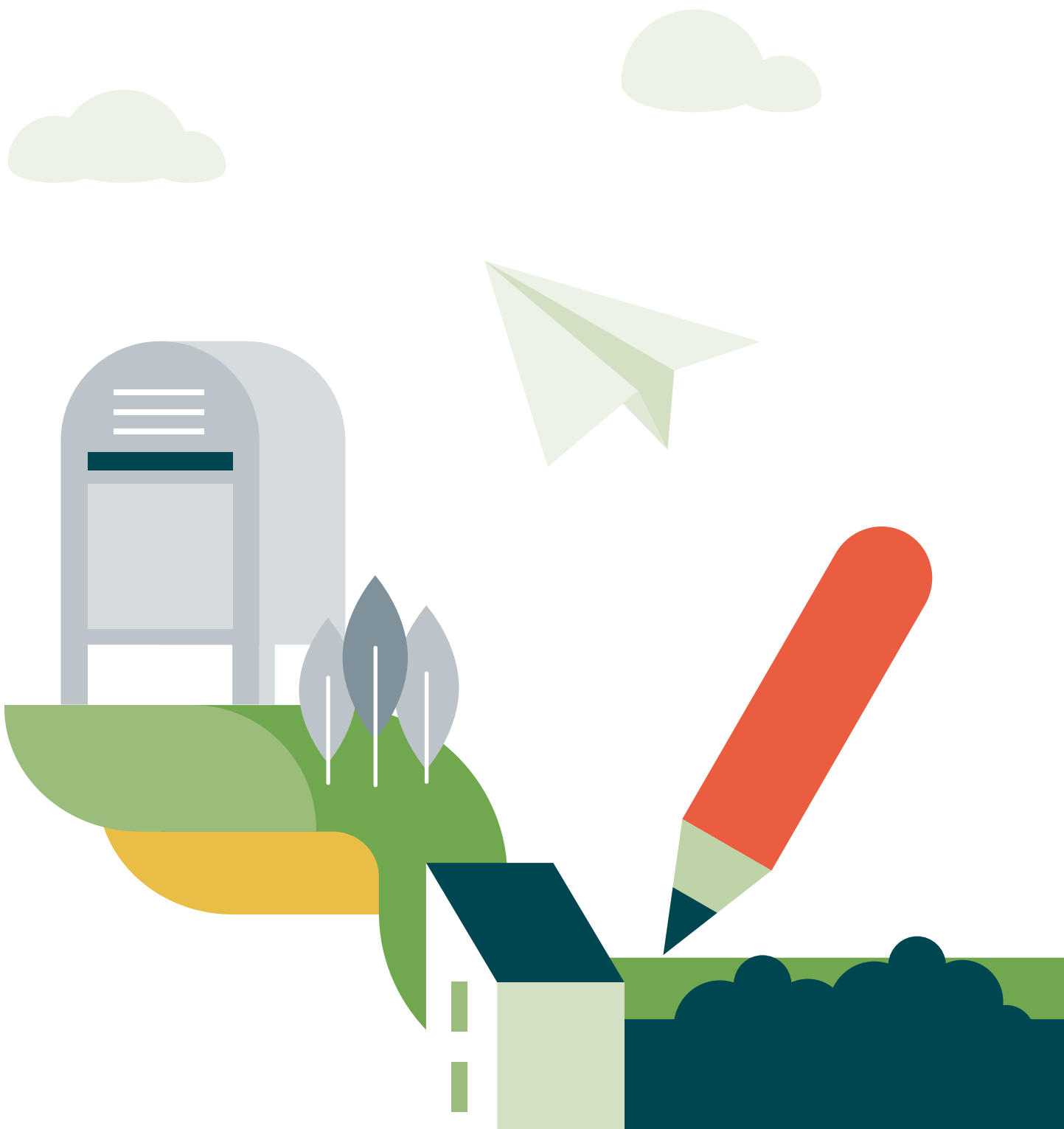
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# Letter from the Impact Manager





**Raffaele Raso**  
Impact Manager



*Our transformation into a Benefit Corporation is a guarantee of our ongoing commitment to produce healthy and natural food products, caring for the planet's resources and at the same time redistributing value to the territory and community that we belong to.*

Dear Reader,

I am delighted to have the opportunity to introduce you to Andriani's first Impact Report, a strategic document that describes the transformation of our company into a Benefit Corporation.

We believe that this step was a necessary way to manifest our extensive and long-term commitment to produce healthy and natural food products in accordance with the highest quality standards while caring for environmental resources and, at the same time, redistributing value to the territory and community of which the company is part.

The activities and projects implemented in this light are set out in our annual Sustainable Development Report, of which this Report is intended to be seen as an additional chapter to the 2020 edition.

In taking on the responsibility of presenting ourselves as "agents for change", we have, in defining our new by-laws, assigned the utmost importance to the impact that our actions have on five thematic areas, which are: a commitment to the fight against climate change, a focus on the production chain, consumer health and well-being, the development and the valorisation of the community, and the creation of a strong group identity in which to allow our people to grow.

In order to be able to reliably measure the impact of our business, we have based our studies on the B Impact Assessment standard, the most globally evolved tool in this regard.

All that remains is for me to invite you to read the results that have emerged and which are presented in this document, as well as the goals that have been defined for 2021 and which we intend to reach in the best possible manner, in full respect of the key indicators chosen.

# Guide to reading

The 2020 Impact Report for Andriani S.p.A. Benefit Corporation (hereinafter referred to as “Andriani”) has been drawn up in compliance with law n. 208 of 28 December 2015, thus providing a description of the way in which the Company intends to work towards the common good, operating in a responsible, sustainable and transparent manner in the interests of all the stakeholders with which we maintain a constant, inclusive and participatory dialogue.

What follows is Andriani’s first ever Impact Report in the wake of the company’s acquisition of Benefit Corporation status in November 2020, which saw the proactive response to Italian Legislation, representing its commitment to the common good

through a description of the activities and projects implemented in 2020, the goals to be reached in 2021, an assessment of the impact generated on governance, the workers, the community, the environment and our customers.

The Impact Report, which is aimed at “accounting” for the type of impact that the Company has had on its stakeholders in terms of common good, in respect for the BIA standard, represents a new reporting tool for Andriani, which serves to enhance the information provided by the 2020 Sustainable Report, now in its third edition and aimed at highlighting in what manner the company activities have impacted on the themes considered as significant by both the company and its stakeholders in



Fundamental pillars on which Andriani’s strategic approach to CSR is based.

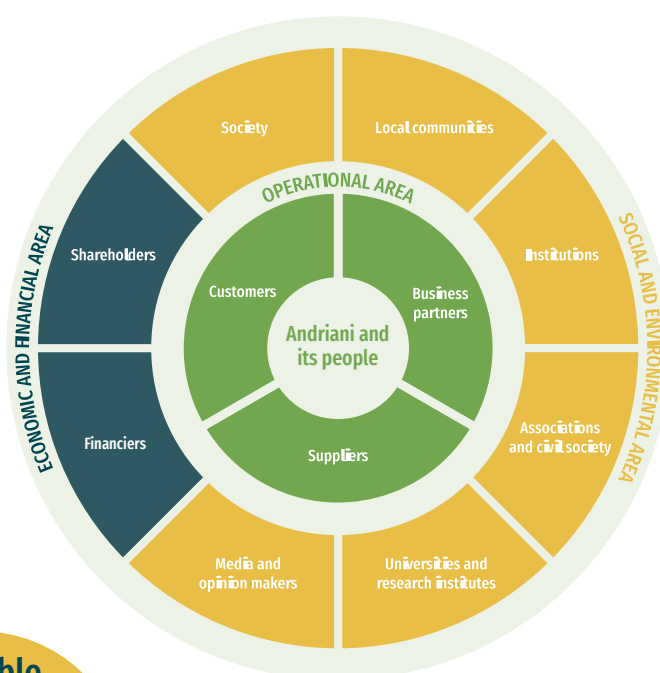
## Sustainable Development Report

- General disclosure
- Management approach
- Economic issues
- Environmental issues
- Social issues

ESG PERFORMANCE

## Sustainable value

Impact of the company’s business model in terms of creating value for the company and for its stakeholders



Human Rights



Environment



compliance with the GRI Standards, describing ESG performance and providing related information regarding sustainability.

The result is that the Impact Report and the Sustainable Development Report, despite both being stand-alone documents and following both mandatory - for the first - and voluntary - for the second - approaches, demonstrate an elevated level of connectivity, which can be seen not only in the choice of a common graphic style, but also in the presence of numerous hypertext links throughout the Impact Report that lead to more detailed content in the Sustainable Development Report.



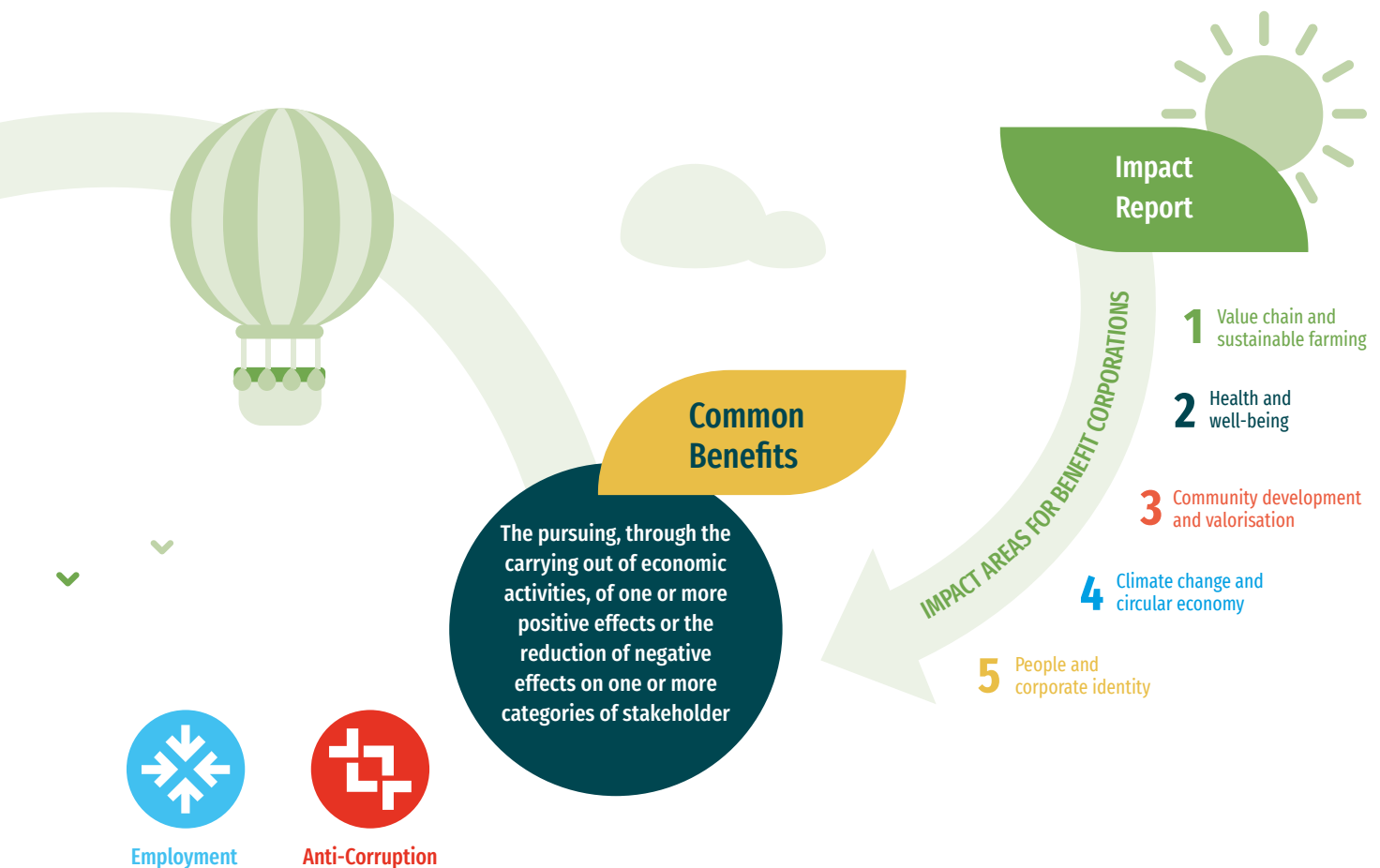
This connection is also favoured by the important role that the 17 goals of the United Nations' 2030 Agenda and the 10 principles of the Global Compact play for both documents, serving as fundamental pillars on which Andriani's strategic approach to CSR is based.

The Impact Report, as is the case for the 2020 Sustainable Development Report, which represents the Communication on Progress in

compliance with the Global Compact Network Italy guidelines, contains constant references to the 17 SDGs (page 24 of the 2020 SDR) and to the 10 principles (page 21 of the 2020 SDR), which allow for a better understanding of Andriani's proactive contribution to sustainable development.

The 2020 Impact Report in fact presents precise links to the 17 goals and 10 principles for each of the 5 areas of impact wherever accounts are provided of the company's commitments in terms of goals, activities and indicators.

In order to enhance the connection between the two reports, the 2020 Impact Report also provides for "mapping" which has been prepared in compliance with the document Complementary Use and Linkage of the GRI Standards and B Lab's B Impact Assessment, and which compares what Andriani objectively does in terms of sustainability (CSR walking), i.e., responding to internal assessments carried out in compliance with the BIA standard, with what the company reports (CSR talking), communicating its commitment to disclosure as per the GRI Standard.



# 1 Andriani - A Benefit Corporation for sustainable development through innovation



The new By-laws of Andriani Benefit Corporation has integrated its business purpose with 5 areas of impact that contribute to the pursuit of common good.

1. Contribute to improving the knowledge and analysis of impact throughout the production chain for gluten-free cereals and legumes, creating value for all the figures involved and introducing as many principles as possible regarding sustainable and integrated agriculture.
2. Promote the health and well-being of people and consumers through nutrition and a healthy and dynamic lifestyle, also as a consequence of the research, development and promotion of ever-increasingly healthy products through the continuous studying of new solutions in terms of flavour and nutritional profile.
3. Develop and valorise the territories in which the Company operates, acting on the cultural identity and social well-being of the community on both a national and local level, with initiatives

aimed at raising awareness of themes regarding sustainable development and the common good, also involving stakeholders and adopting values such as transparency, dialogue and cooperation.

4. Promote circular economy and innovation with a view to protecting the planet, mitigating climate change and divulging practices that respect and improve the environment and biodiversity through a constant commitment to sustainable company processes and practices in order to minimise impact and encourage the responsible use of resources, reducing food waste.
5. Create a strong group identity and a positive working environment through the valorisation of personal potential and a constant focus on their well-being, fostering continuous growth in sense of belonging and job satisfaction.

In order to contribute to these areas of impact, Andriani has the opportunity to focus on sustainability and innovation, two ingredients that lie at the





very core of this company and which characterise both products and processes.

The concepts of innovation and sustainability are presented:

- in a more aware company mission and vision (page 20 of the 2020 SDR) that is now reflected in the role of Founder Member of the Italy Global Compact Network.
- in company governance that focuses on “sustainable success”, setting up governance bodies open to the themes of diversity and sustainability (page 32 of the 2020 SDR) that carry forward the theme of process innovation through the involvement of stakeholders, ESG risk monitoring, strategic planning and investment planning, analysing impact in terms of sustainable development via the SDG Action Manager open-source platform (page 24 of the 2020 SDR).
- in networking activities with commercial and institutional partners that generate value for Andriani and others through the paradigm of open innovation in sustainability (page 30 of the 2020 SDR).
- in a differentiated business model (page 28 of the 2020 SDR) that includes elements of innovation and sustainability in all company processes both primary and secondary and that concern: product research and innovation (page 90 of the 2020 SDR), the sustainable product chain and the supply chain (page 72 of the 2020 SDR), food safety monitoring (page 86 of the 2020 SDR), production (page 92 of the 2020 SDR), quality control (page 88 of the 2020 SDR), sales and logistics (page 80 of the 2020 SDR), communication (page 109 of the 2020 SDR) and reporting (page 10 of the 2020 SDR).



## 2 The B Impact Score and the improvement plan

Andriani has set in motion an internal assessment programme in line with the BIA standard, aimed at measuring its own impact profile, resulting in an overall score of 98.1, comprising of 69.8 for the assessment of operations and 28.3 regarding the Business Model.

2021 will see the conclusion of the external audit carried out by B Lab to verify Andriani management's internal assessment as well as to obtain B Corp certification.



98.1

### Mission protection

Aligning the Mission to the Benefit by-laws with a view to protecting the company's core values.

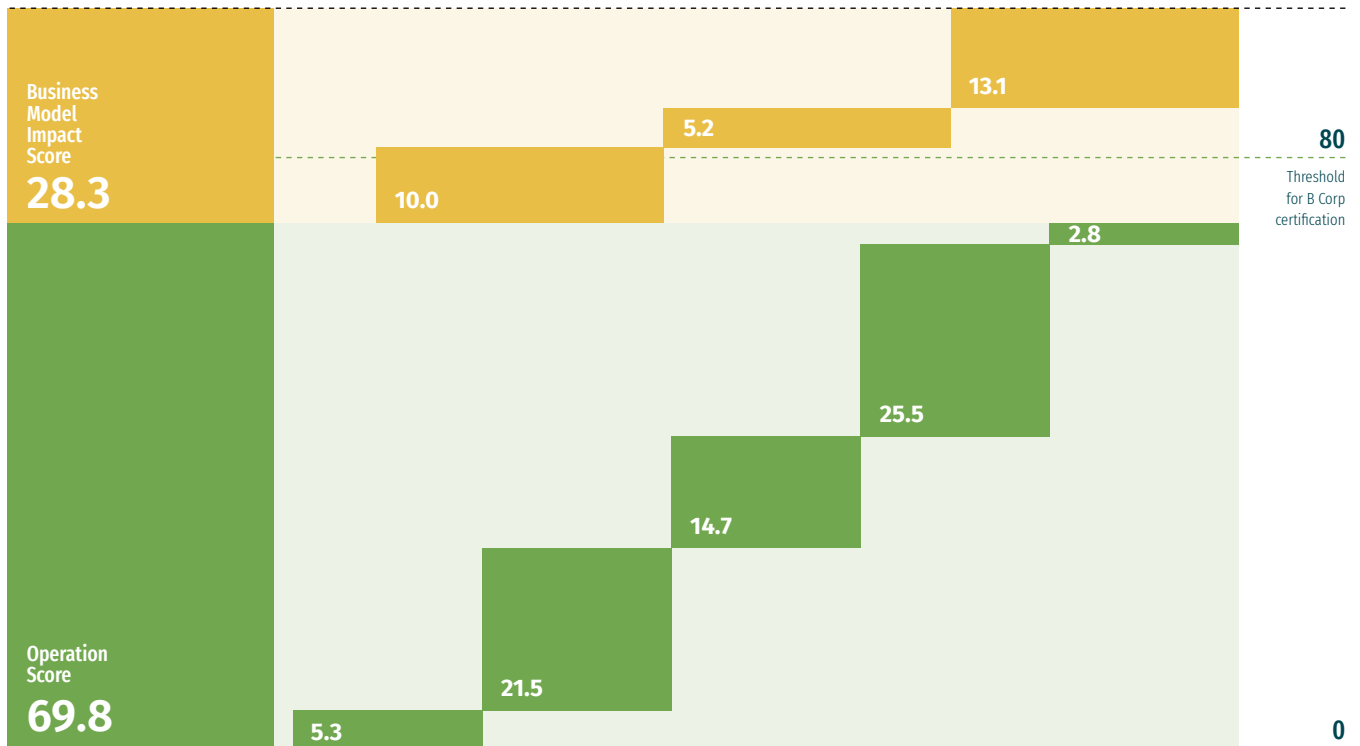
### Toxin reduction

Products oriented towards reducing the need for chemical substances over market alternatives to a minimum.  
Organic Products

### Improvement of health and well-being

Products oriented towards improving and maintaining health, providing healthy market alternatives for its consumers.  
Gluten-free products.

#### OVERALL SCORE



#### Governance

Policies and practices regarding the mission, ethics, responsibility and transparency

#### Workers

Safeguarding and valorisation of the personal, professional and financial well-being of its workers

#### Community

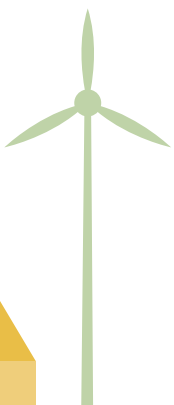
Contribution to the economic and social well-being of the community in which the company operates

#### Environment

Management of environmental themes (energy, water, waste)

#### Customers

Value created for customers and direct consumers of company products and services



# B-Team

Within the audit process, a key role was played by the Andriani B-Team, an interdisciplinary and cross-departmental group (Planning and Control, CSR & Sustainability, Legal and Company Affairs, Marketing, Communication, Human Resources, Research and Development, Product Engineering, Production, Supply Chain, Quality, Logistics, General Affairs, IT, Accounting and Budgeting, Treasury and Taxation).

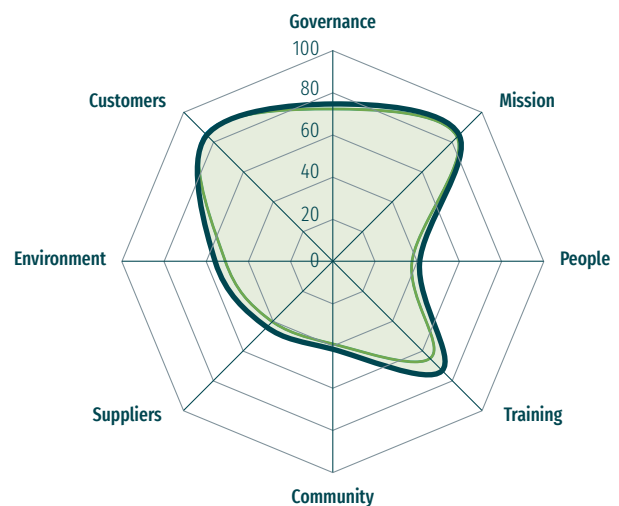
Contact: [csr@andrianispa.com](mailto:csr@andrianispa.com)



## Wave 1

### Short Term

(December 2020 – April 2021)



The BIA improvement plan that the B-Team shared with consultants from Nativa S.r.l. Benefit Corporation, the first Benefit Corporation to be certified in Europe, is integrated with the Andriani Group Strategic Plan for sustainable development. The Plan is developed around the 5 areas of impact of the B Impact Assessment, and is set out over 20 sub-areas. The 63 actions in the plan, divided into three waves, are monitored by the CSR & Sustainability function in accordance with the level of internal specialisation.



**Governance**  
3 actions



**Workers**  
6 actions



**Community**  
4 actions



**Environment**  
9 actions



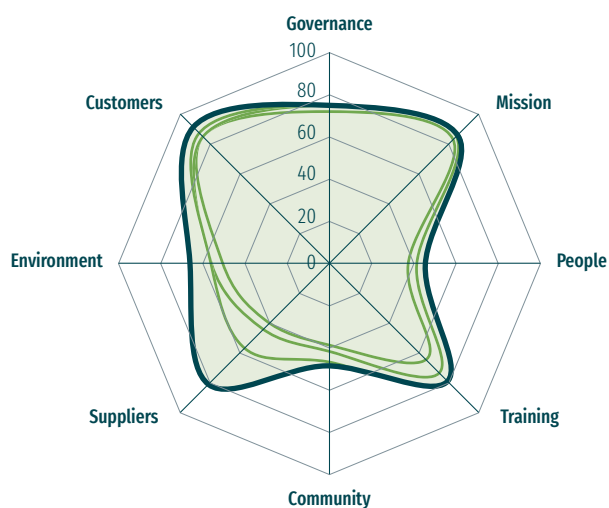
## Medium Term

(February 2021 - September 2021)



## Long Term

(June 2021 - December 2022)







17 PARTNERSHIP  
PER GLI OBIETTIVI



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



12 CONSUMO E  
PRODUZIONE  
RESPONSABILI



9 IMPRESE,  
INNOVAZIONE  
E INFRASTRUTTURE



7 ENERGIA PULITA  
E ACCESSIBILE



8 LAVORO DIGNITOSO  
E CRESCITA  
ECONOMICA



11 CITTÀ E COMUNITÀ  
SOSTENIBILI



2 SCONFIGGERE  
LA FAME



4 ISTRUZIONE  
DI QUALITÀ



10 RIDURRE LE  
DISUGUAGLIANZE



5 PARITÀ  
DI GENERE



3 SALUTE E  
BENESSERE



1 SCONFIGGERE  
LA POVERTÀ



15 VITA  
SULLA TERRA



14 VITA  
SOTT'ACQUA



OBIETTIVI  
PER LO SVILUPPO  
SOSTENIBILE



13 LOTTA CONTRO  
IL CAMBIAMENTO  
CLIMATICO



6 ACQUA PULITA  
E SERVIZI  
IGIENICO-SANITARI



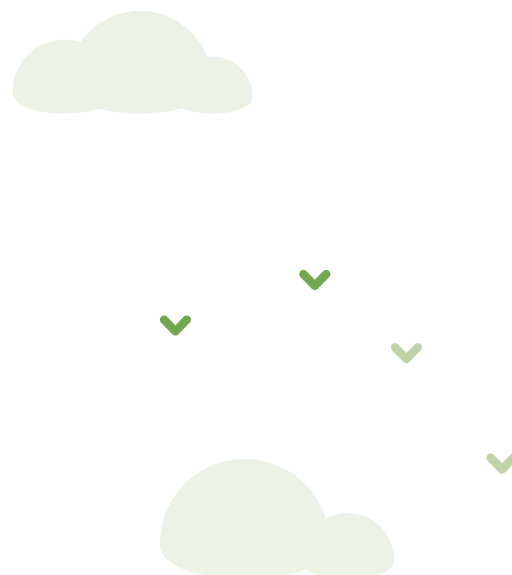


# 3 Andriani for the Common Good

The section that follows provides details of the actions implemented by Andriani over the course of 2020, and defines the goals for 2021, highlighting specific activities and KPIs and their relative connection to the 17 SDGs and the 10 principles of the Global Compact.

As this is the first year that this document has been published, the KPIs to be monitored for each of the 5 areas of impact are identified, but there is no indication of their progress.

Details are also provided for each area of impact with regards to internal assessment activities, i.e., the BIA sub-area and the BIA topic to which the disclosure provided for by GRI and the relative SDGs and Global Compact principles are linked.



# 3.1 Value chain and sustainable farming



Setting up a supply chain based on the principles of equity, inclusion and resilience is once of the main drivers for the creation of sustainable value in agriculture in line with the provisions of Global Agribusiness Action on Equitable Livelihoods from the World Business Council for Sustainable Development.

In 2020, Andriani undertook to improve the impact profile of its supply chain in respect for the highest international sustainability standards. To this end, a project was set in motion aimed at creating a “regenerative” supply chain founded on the following steps:

- the mapping and analysis of suppliers and the relative areas for intervention identified as priorities.
- the creation of an evolved framework for the integration of environmental and social parameters in processes for the selections, certification and assessment of suppliers.
- the implementation of a Code of Conduct for suppliers based on Benefit themes.
- the harmonisation of supplier selection and certification processes with Andriani’s BIA plan and the relative KPIs.
- the planning of engagement activities (in-person workshops, seminars and webinars) for strategic suppliers with the aim of working towards continuous improvement of environmental and social performance through dialogue and the construction of long-term relationships of reciprocal trust.

In order to improve the agricultural production chain and the production supply chain in a sustainable manner, Andriani recognises the central role played by investments in the research and application of new enabling technologies. Of these, attention is drawn to the widespread distribution of digital tools among agricultural producers for the collection, monitoring and processing of agronomic and climatic data. Thanks to the partnership with Horta S.r.l., a spin-off of the Cattolica Sacro Cuore University, it has been possible to introduce a precision farming regime for the legume supply chain in which the attentive management of all resources (water, fertilisers, plant-health products,

technical equipment etc.) is the prime directive for obtaining productions with suitable sustainability and economic profiles. The digital platform legumi.net offers predictive models capable of aiding decision-making processes regarding prevention, fertilising, processing and treatments. The data provided by this Decision Supporting System (DSS) constitutes precious KPIs for the advancing of Andriani’s production strategies, given the possibility to act through the analysis of indicators such as, for example, the Carbon Footprint and the Water Footprint (page 103 of the 2020 SDR). The project saw the involvement of more than 300 producers, with the aim of providing each producer with access to digital tools for agricultural activities in the near future.



Furthermore, Andriani, in its role as a partner of the Life Agrestic – Reduction of Agricultural Greenhouse gases Emissions Through Innovative Cropping systems project was involved in the selection of varieties and the study of new cultivation techniques as drivers for development for local agriculture. The project forms part of the LIFE Programme for the Environment and Climate Change 2014-2020 funded by the EU and aimed at the introduction of innovative and efficient cultivation systems for a form of agriculture that is more attentive in terms of climate and that mitigates the risk factors related to climate change.

Lastly, over the course of 2020, Andriani continued with its participation in the Sustainable Agriculture Initiative (SAI) Platform community, which allows for the sharing of best practices in agriculture and innovative projects for ever-more sustainable agriculture on an international level. The activities of the SAI Platform represent significant opportunities for networking, considering the extensive participation of stakeholders from different educational and professional backgrounds. These initiatives also align with the driving spirit behind SDG 17, “Partnerships for the Goals”, a goal that is essential in order to actively contribute to the other 16 goals of the 2030 Agenda.

















## 2021 goals

Description	Support activities	KPIs	SDGs	Global Compact
Implementation of the project for a regenerative supply chain	Creation of an evolved framework	N. of suppliers involved in the regenerative supply chain project	 	7 8 10
	Mapping and gap analysis regarding suppliers			
	Creation of a code of conduct	N. of adhesions to the Code of Conduct for suppliers		
	Selection and certification of suppliers			
Technologies enabling the sustainable agricultural supply chain	Development of new channels of communication to promote dialogue with suppliers	N. of farmers involved in the legume supply chain via legumi.net		
Planning in the field of agricultural research and development and in the agriculture and food sector	Networking for collaborative planning	N. of research and collaboration projects		
	Training on innovative and sustainable agriculture	N. of hours of training/workshops on sustainable agriculture (precision, regenerative or climate smart)		

## Impact Area → Value chain and sustainable farming

BIA Impact Area	BIA Impact Topic	GRI	GRI Disclosure Title	SDGs	Global Compact
Community	Supply Chain Management	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		4
	Supply Chain Management	408-1	Operations and suppliers at significant risk for incidents of child labour	 	5
Disclosure Questionnaire	Disclosure Industries	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		4
	Disclosure Industries	408-1	Operations and suppliers at significant risk for incidents of child labour	 	5
	Disclosure Practices	408-1	Operations and suppliers at significant risk for incidents of child labour	 	5
	Supply Chain Disclosure	408-1	Operations and suppliers at significant risk for incidents of child labour	 	5
Governance	Mission & Engagement	408-1	Operations and suppliers at significant risk for incidents of child labour	 	5

## 3.2 Health and well-being



Over the years, the agriculture and food industry has been characterised by significant changes that have led to the need to converge on new production models, progressively integrating new technologies to support increasingly sustainable business models.

As a consequence of the constant attention focused on themes regarding Food Science & Technology, over the years Andriani has developed new products destined to satisfy new market demands, thus contributing to developing new knowledge and levels of awareness that aid scientific promotion and promulgation regarding the benefits and opportunities that derive from the adoption of nutritional models and lifestyles founded on the principles of sustainability.

To this end, the Research and Development (R&D) Division of Andriani has developed new products and processes through open innovation methods, i.e., products that are the result of collaboration with innovators in the agriculture and food sectors, for example a new type of pasta produced with the Spirulina algae and experimentation with three new products in the “whole-grain” segment. Along the same lines, the R&D Division has implemented a number of activities aimed at testing possible uses of new ingredients in pasta making.

Further activities within the field of open innovation set in motion by Andriani include synergic collaboration with Universities and research centres. The co-evolutionary approach adopted by Andriani and its partners has allowed for

the development of collaborations resulting in innovative programmes such as the functional studies for Felicia pasta carried out together with the University of Bari Department of Soil, Plant and Food Sciences with which an industrial doctorate programme has also been set up..





This synergic relationship with the academic world has also taken the form of participation in work groups.

The main activities in this regard include Andriani's participation as one of the Strategic Partners for the Culinary Science University of Pollenzo (UNISG), an important research centre dedicated entirely to the study of food with a unique and multidisciplinary outlook. As a matter of fact, the culinary sciences are not concerned exclusively with cooking, but also - and above all - with the economy, culture and the environment. UNISG is also a point of convergence for all companies interested in promoting projects that range from Food Innovation to Sustainable Development, and Andriani collaborates in this regard by offering the opportunity to support the right to education.








The example of Andriani has also been the subject of a study aimed at theorising a framework for open innovation in sustainability as part of research carried out by a team of company management researchers from the University of Salento, the University of Trento and the University of Palermo.



## 2021 goals

Description:	Support activities	KPIs	SDGs	Global Compact
Formulation of new products in response to the growing need of consumers to follow a healthy diet	Innovation of recipes and types of pasta in response to the growing demand for personalisation in terms of food products available	N. of new products developed	   	3
	Creation of new products through more sustainable processing methods and the development of products with a high service content	N. of products obtained through circular economy projects		
An increase in knowledge in the field of Food Science through projects in collaboration with the scientific community and the university academic world	Sustainable open innovation activities through communication with the academic world	N. of projects in collaboration with Research and University institutes  N. of resources for technical and scientific education hosted by the company		
Increased consumer involvement through educational activities conducted by the Nutrition Observatory				

## Impact Area → The health and well-being of people and consumers

BIA Impact Area	BIA Impact Topic	GRI	GRI Disclosure Title	SDGs	Global Compact
Community	Supply Chain Management	417-1	Requirements for product and service information and labelling		
Customers	Customer Stewardship	417-1	Requirements for product and service information and labelling		
	Customer Stewardship	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		
	Disclosure Outcomes & Penalties	419-1	Non-compliance with laws and regulations in the social and economic area		
Disclosure Questionnaire	Disclosure Outcomes & Penalties	417-2	Incidents of non-compliance concerning product and service information and labelling		
	Disclosure Outcomes & Penalties	417-3	Incidents of non-compliance concerning marketing communications		
	Disclosure Outcomes & Penalties	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		
Environment	Land & Life	417-1	Requirements for product and service information and labelling		

## 3.3 Community development and valorisation



Assuming the role of “agent of change” means that Andriani does not simply influence the market driven by innovation solely through efforts in the field of R&D, but also through the development of sustainable practices for the benefit of its stakeholders. The desire to promote the culture of corporate citizenship shared on a global scale by the United Nations underlines the contribution that Andriani intends to make to development within its own community, an aspect that also emerges from the change in status that the Company has acquired from its role in the Global Compact Network Italy, going from Participant Organisation to Founding Member.



The commitment assumed is that of implementing the principles of the Global Compact in order to achieve the sustainability goals set by the 2030 Agenda through tangible actions and operations, and to communicate the progress made with regards to this commitment, in a form of alliance pact that sees the coming together of businesses, citizens, consumers and institutions.



Evidence of the above can be found in the Italian Business & SDGs Annual Forum, an event that took place in the American Study Centre in October 2020, for which Andriani was invited to present its own case study, as well as the election by the Global Compact Network Italy of Andriani as the sole business partner for the organisation of the 6th Annual Forum, which is due to take place in Bari on 19 and 20 October 2021 and which will see the participants involved in discussions on the theme of “Migration and Dignified Labour: the commitment of business for the 2030 Agenda”.





































In recognition of its important efforts in terms of an ever-greater promotion of sustainable development practices, Andriani has received two awards from the Kyoto Club, one of the first ever non-profit organisations founded in Italy for the promotion of initiatives for awareness-raising, information and education in the fields of energy efficiency and the use of renewable energy sources, in addition to the activities carried out throughout 2020: GreenHeroes and the award for excellence “Towards a circular economy”.

The company’s popularisation activities for the benefit of the community also took the form of the direct involvement of executives and managers from Andriani in numerous scientific conventions and seminars. Furthermore, Andriani staff took part in popularisation initiatives such as participation in webinars and talk-shows (page 109 of the 2020 SDR).





In 2020 Andriani formed a new collaboration with the academic world, in the form of active participation in a Master Course in “Design Thinking” organised by the “CIHEAM” Mediterranean Agronomic Institute in Valenzano and with the support of the “Aldo Moro” University of Bari and AlmaCube, Bologna, the incubator and innovation hub run by the University of Bologna and Confindustria Central Emilia Area. The activity entails project work with students aimed at developing a food product on the basis of innovative gluten-free ingredients and with a specific focus on well-being for people and the planet. The project, which will take place over the course of 2021, will focus on the supply chain for teff, the ancient Ethiopian cereal recognised on an international level as a foodstuff offering excellent nutritional values (page 77 of the 2020 SDR).



## 2021 goals

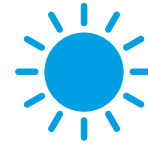
Description:	Support activities	KPIs	SDGs	Global Compact
Contribute to the development and valorisation of the Gravina and Puglia communities through activities aimed at awareness-raising, valorisation and education.	The cultural promotion of sustainability in the supply chain	Initiatives for promoting the 17 SDGs and 10 principles of the Global Compact for sustainable development	                	All
	The cultural promotion of sustainability in the local community			
Institutional networking on the theme of sustainable development and the common good	Self-assessment of SDG impact	Impact on the SDGs through SDG Action Manager	                	All
	Collaboration with national and international institutions	N. of collaborations with national and international institutions		

## Impact Area → Community development and valorisation

BIA Impact Area	BIA Impact Topic	GRI	GRI Disclosure Title	SDGs	Global Compact
Community	Civic Engagement & Giving	201-1	Direct economic value generated and distributed		7
	Economic Impact	202-2	Proportion of senior management hired from the local community		6
Disclosure Questionnaire	Disclosure Outcomes & Penalties	419-1	Non-compliance with laws and regulations in the social and economic area		
Governance	Governance Metrics	201-1	Direct economic value generated and distributed		7



## 3.4 Climate change and circular economy

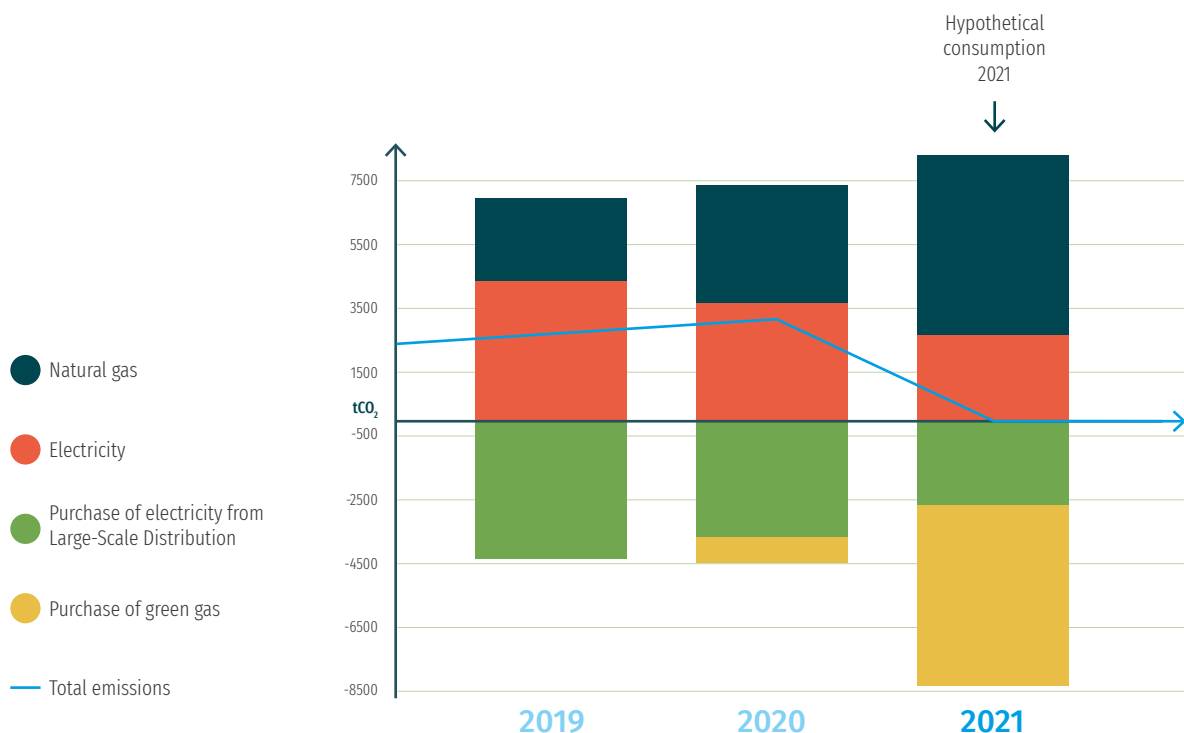


Andriani aims to create company policies based on the paradigms of carbon neutrality and the circular economy. Andriani's environmental strategy forms part of a strategic sustainability plan subject to periodical monitoring in order to assess the relative energy efficiency profiles in light of the significant acceleration that the Company is applying in terms of sustainable investment (page 48 of the 2020 SDR).

In 2020, Andriani improved its KPIs through the implementation of a trigeneration plant with an overall investment of approximately 1.5 million euros. The first period of operation of the plant (26/08/2020 - 31/12/2020) demonstrated the benefits of this investment, which led to a reduction in the average level of dependence on energy generated with fossil fuels (page 97 of the 2020 SDR).

This investment resulted in an overall level of emissions equivalent to 2,915 tons of CO<sub>2</sub> in 2020 which, considering the substantial increase in production volume (+20.5%), represented a less than proportional increase over 2019, which saw the production of 2,611 tons of CO<sub>2</sub>. Similarly, in 2020, total emissions by turnover (kg CO<sub>2</sub>/k€ of turnover) was 37.20, while total emissions by production (kg CO<sub>2</sub>/ton of product) was 53.71, a slight increase over 2019.

As of 2021, thanks to the contribution of projects aimed at compensating emissions generated by the consumption of natural gas, Andriani will achieve a balance in residue emissions.





2020 saw the continuation and promotion of Andriani's activities in the field of circular economy, also through participation in educational activities on the theme in collaboration with Universities in Puglia and throughout the country, directly involving Company management and the experience gained by the company in terms of operational management and reporting. In 2020, Andriani contributed to the education of University students, lending its experience to 5 masters on the theme of circular economy and climate change.

In favour of biodiversity in the legume supply chain, Andriani uses the *legumi.net* platform to monitor the characteristics of crops that are beneficial in terms of the fixation of atmospheric nitrogen into the soil. The indicator assesses the range of uses of the soil, taking into account both crop rotation and the presence of trees, natural habitats or other ecosystem services that may favour the safeguarding of local flora and fauna. In this manner, Andriani is able to assess the impact that the crops have on the

integrity of the biosphere.

Considering the ever-increasingly holistic approach to the environmental matrix, Andriani naturally considers the theme of water supply to be of fundamental importance, examining the hydric stress caused by the industrial processes involved in its innovative pasta production. In this light, Andriani refers to the [Aque-duct Water Risk Atlas](#) from the [World Resources Institute](#) in order to have information based in parameters recognised on a global scale (page 104 of the 2020 SDR).

With particular reference to this theme and thanks to the collaboration with the young Puglia-based start-up ApuliaKundi S.r.l., Andriani has also defined a project for the reuse of water resources which, through the installation of specific systems, will see the water from the plant purified and rendered suitable for the greenhouse cultivation of the Spirulina algae (page 106 of the 2020 SDR).






























## 2021 goals

Description:	Support activities	KPIs	SDGs	Global Compact
Reduction of CO <sub>2</sub> emissions in terms of turnover  Reduction of CO <sub>2</sub> emissions in terms of production	Monitoring of the CO <sub>2</sub> produced in terms of turnover and production volume	Total emissions by turnover (kg CO <sub>2</sub> /k€ turnover)  Total emissions by production (kg CO <sub>2</sub> /tons produced)  Innovative projects for energy efficiency and circular economy	    	7
Mapping of land involved in the legume supply chain	Identification and increase of land area dedicated to the preservation of biodiversity	Land area dedicated to the safe-guarding of biodiversity	  	8
Contribution to funding scholarships on the theme of circular economy and carbon neutrality	Subscribing member of UNISIG with the granting of scholarships	Scholarships for research institutes and Universities	 	9
Tracing of water consumption	Extension of the SMET monitoring system to cover the tracing of water consumption	Water consumption		

## Impact Area → Climate change and circular economy

BIA Impact Area	BIA Impact Topic	GRI	GRI Disclosure Title	SDGs	Global Compact
Environment	Environmental Management	306-2	Waste by type and disposal method		8
	Land & Life	306-2	Waste by type and disposal method		8
	Air & Climate	305-1	Direct (Scope 1) GHG emissions		8
	Air & Climate	305-2	Energy indirect (Scope 2) GHG emissions		7
	Air & Climate	305-4	GHG emissions intensity		8
	Land & Life	304-2	Significant impacts of activities, products, and services		7
	Air & Climate	302-1	Energy consumption within the organization	 	8
	Air & Climate	302-3	Energy intensity	 	7
Workers	Health, Wellness, & Safety	306-2	Waste by type and disposal method		8

## 3.5 People and corporate identity



Andriani is constantly focused on improving the well-being of its employees, with a view to creating a positive working environment for all its collaborators and working towards a higher level of intrinsic motivation, expression of staff members' potential and aspirations, a live-work balance and an increased sense of belonging.

Equality, inclusion and diversity are destined to become an integral part of the culture, the values and the ethical behaviour of the company Andriani, on the basis of the firm belief that human life must serve as an example and a source of inspiration for all activities within society.

Respect for people, understood to mean physical, moral and cultural integrity, must be a cornerstone of company relationships, and must not be imposed but rather fostered through introspection, recognition and the consequential desire to change, free of all the prejudices and bias that condition both thought and behaviour. This is the reasoning behind the introduction of a series of projects for diversity & inclusion supporting company employees and various levels of stakeholders in Andriani's activities, such as consumers, buyers and suppliers.

Among the initiatives implemented for internal stakeholders, Andriani has set in motion processes aimed at improving the physical and psychological well-being of its employees.

One initial project is Lifedee, aimed at assisting employees with young children through

an educational programme based on digital masters, webinars and tools for strengthening and developing emotional intelligence, self assurance, the ability to listen and to lead, as well as for learning to enjoy parenthood and balance work and private life, developing new skills and discovering ways to move between different aspects of life. Parenthood is, in fact, a continuous process of transition made up of daily challenges and changes that call for the development of relationship, organisational and managerial skills, soft skills that are also fundamental for professional growth and efficiency.

The second project carried forward in 2020 by Andriani focuses on contrasting forms of violence and abuse of women. Specifically, Andriani has joined the Fondazione Libellula network, committing to contrasting all forms of violence against women and gender discrimination. This move will lead to future training activities regarding various themes such as diversity and violence against women.

Initiatives beyond the company are represented by the contributions made in terms of well-being and healthy food that form part of SDG 3. In particular, Andriani places particular focus on eating disorders and highlighting an emerging form of disorder that affects young adolescents. With an experimental and scientific project entitled "The taste of the future", Andriani aims to act as a representative of a prevention campaign that focuses on the themes regarding eating disorders and seeks to intervene before the













emergence of any disorder, seeking wherever possible to help young people to recognise problems and consequently eliminate or reduce the effects.

Lastly, over the course of 2020, Andriani implemented an inclusion/integration project aimed at the disabled. The choice of this category is based on the conviction that disability should not be a cause for social marginalisation. Employment seen as the simple acquisition of ability generally represents a moment of self-realisation for adults both disabled and non, and even more so for adults with autism.






One contribution to the well-being of employees is made by a form of company governance that over the last two years has been increasingly oriented towards the themes of equality, diversity and inclusion, and more generally of sustainability, themes that Andriani currently oversees not only through the Board of Directors, the Board of Statutory Auditors and the 231/01 Supervisory Body, but also through the Nutritional Observatory, the Ethics Committee and the Impact Manager (page 32 of the 2020 SDR).

## 2021 goals

Description:	Support activities	KPIs	SDGs	Global Compact
Improvement of physical health	Increase in hours of training regarding health and safety in the workplace	N. of bicycles and total KM		3
Optimisation of physical and emotional balance	Improvements in conditions in terms of microclimate and noise in the plant			
Promotion of a healthy lifestyle	Individual consultations with the company physician	Hours of training on the theme of Diversity & Inclusion		4
Reduction of physical and psychological stress	Raising awareness on the theme of addiction	N. of projects on the theme of equality, inclusion and diversity		5
Promotion of safety in the workplace	Prevention of cardiovascular disease			6
	Activation of a psychological support service			
				
				

## Impact Area → People and corporate identity

BIA Impact Area	BIA Impact Topic	GRI	GRI Disclosure Title	SDGs	Global Compact
Community	Diversity, Equity, & Inclusion	102-22	Composition of the highest governance body and its committees	 	
	Diversity, Equity, & Inclusion	102-8	Information on employees and other workers	 	6
	Diversity, Equity, & Inclusion	405-1	Diversity of governance bodies and employees	 	6
	Supply Chain Management	102-8	Information on employees and other workers	 	6
	Economic Impact	401-1	New employee hires and employee turnover	  	6
Disclosure Questionnaire	Disclosure Outcomes & Penalties	205-3	Confirmed incidents of corruption and actions taken		10
	Disclosure Outcomes & Penalties	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		
	Disclosure Outcomes & Penalties	307-1	Non-compliance with environmental laws and regulations		8
	Disclosure Outcomes & Penalties	403-10	Work-related ill health	  	
	Disclosure Outcomes & Penalties	403-9	Work-related injuries	  	
	Disclosure Outcomes & Penalties	406-1	Incidents of discrimination and corrective actions taken	 	6
Governance	Ethics & Transparency	102-16	Values, principles, standards, and norms of behaviour		10
	Ethics & Transparency	102-23	Chair of the highest governance body		
	Ethics & Transparency	205-3	Confirmed incidents of corruption and actions taken		8
	Ethics & Transparency	419-1	Non-compliance with laws and regulations in the social and economic area		
	Mission & Engagement	102-16	Values, principles, standards, and norms of behaviour		10
	Ethics & Transparency	102-22	Composition of the highest governance body and its committees	 	

Workers	Health, Wellness, & Safety	403-6	Promotion of worker health		
	Engagement & Satisfaction (Hourly)	102-41	Collective bargaining agreements		3
	Health, Wellness, & Safety	403-1	Occupational health and safety management system		
	Health, Wellness, & Safety	403-2	Hazard identification, risk assessment, and incident investigation		
	Health, Wellness, & Safety	403-3	Occupational health services		
	Health, Wellness, & Safety	403-5	Worker training on occupational health and safety		
	Health, Wellness, & Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	Health, Wellness, & Safety	403-9	Work-related injuries	  	
	Career Development (Hourly)	404-1	Average hours of training per year per employee	   	6
	Career Development	102-8	Information on employees and other workers	 	6
	Engagement & Satisfaction	406-1	Incidents of discrimination and corrective actions taken	 	6
	Workers Impact Area Introduction	102-8	Information on employees and other workers	 	6
	Engagement & Satisfaction (Hourly)	401-1	New employee hires and employee turnover	  	6
	Engagement & Satisfaction (Salaried)	401-1	New employee hires and employee turnover	  	6
	Health, Wellness, & Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	 	







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