



Sustainability Manual and Report

as per Equalitas SOPD





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Introduction

We will never forget these last few years.

A global pandemic, a difficult geopolitical climate and a growing inflationary spiral have shaken many of our certainties, leading us to rethink our priorities and react by determining who we really are as individuals, but even more so as a community and as a company. Despite the many weeks of lockdowns in all the major countries where we are operational, the terrible daily news about global conflicts, and the disproportionate rise in prices, we can feel very satisfied today about the health of Medici Ermete. Indeed, the company continues its international expansion, our brand being present in more than 70 countries around the world.

However, these years have been important for rethinking the company, our actions and future initiatives. That is why in 2021 at the end of March we presented an ambitious, fundamental project for the coming years. "Generation 2031: a commitment that looks to the future".

Our Generation 2031 campaign, launched at the same time as the release of the first organically certified vintage of our Lambrusco Concerto, has the ambition to address many of the topics we hold dear in the area of sustainability during the next decade, 2021-2031. To date we have been certified by Equalitas as a sustainable winery and have collected data to calculate our carbon footprint. Generation 2031 is a long journey, but it is a concrete commitment to improve ourselves and to leave future generations a better world than was left to us.

This report contains the information useful and necessary to build the second Equalitas Sustainability Report, which will then be used as a key tool for external communications and stakeholder engagement.

Enjoy the read

Alessandro Medici
Brand Ambassador



UN IMPEGNO CHE GUARDA AL FUTURO

Company presentation

For more than a century the Medici Ermete & Figli srl winery has been located in an area that is the land of Lambrusco par excellence: Reggio Emilia. Over the decades the Medici family – always dedicated to the promotion of this wine – has managed to build and cultivate a heritage of jealously guarded and enriched experiences. Only in this way has it been possible to pass down a love for and commitment to wine from generation to generation.



It all began in 1890 with Remigio Medici, who despite already owning three taverns on Via Emilia decided to expand his business by starting a winery that would help him fully exploit the family's vineyards. His son Ermete expanded the company and established its fame. The grandchildren Valter and Giorgio subsequently began to export the wine, further spreading the brand.

After experiencing a boom in the 1970s by the end of the 1980s the entire Emilian sector had collapsed due to a glut of lower-quality product. With the arrival of the fourth generation – Alberto and Pierluigi (joined by Alessandra shortly thereafter) – the precious work of restoring the superior quality of the Lambrusco began. The vineyards were replanted and the yields were lowered compared to the standards in force. This philosophy led to the birth of Concerto in 1993, a cru of Lambrusco Salamino.

Today the company



owns 70 hectares of plots in Emilia Romagna, distributed among the areas with the highest intensity of wine production in the region and exported to 60–70 countries throughout the world. The company's expansion was not only commercial: Medici Ermete paved the way for the fifth generation of the Medici family, represented by Alessandro, now has five branded wine lines and organically managed estates. The study of Lambrusco, driven by a desire to always improve and keep up with the times, has allowed us to expand our range beyond traditional lambrusco to include products such as "Phermento" Lambrusco di Sorbara conditioned in the bottle and "Carezza" traditional method spumante.

Alongside its production site located on Via Emilia, in Villa Gaida, Medici Ermete makes use of La Rampata farm and estate as its hospitality hub. The estate is the home of the Acetaia (where Traditional Balsamic Vinegar of Reggio Emilia PDO is produced), the wine museum and a multipurpose centre where visitors can taste wines, vinegars and local products. In 2019, more than 7,000 people visited the estate, including visits, conferences, events and tastings.

In 2020 the Medici Ermete e-commerce website was created to support and complement the brick-and-mortar Wine Shop that was built in 2010 alongside the production facility.

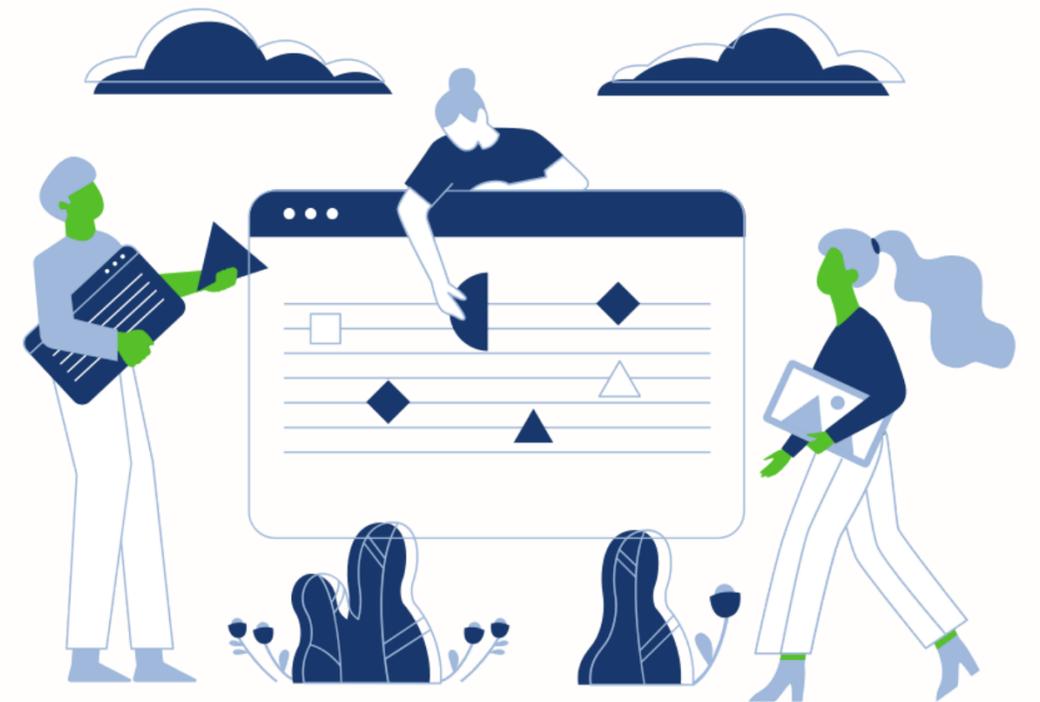


Sustainability policy

Sustainability has become the key element for planning today's business strategies and initiatives in order to protect environmental, economic and social resources for tomorrow's generations. With the aim of contributing to sustainable development for the protection of its stakeholders and future generations, Medici Ermete & Figli srl expresses its commitment by incorporating improvements in the social, economic and environmental management aspects of its business, and in the protection of people's health and safety.

We want our product to acquire added value, not only for its intrinsic quality, but also for the values that are promoted and respected in its production. And it is based on this principle that the company earned Organic Certification for its entire vineyard in 2020, guaranteeing to the consumer the absence of synthetic products in our wines and a process that fully protects the environment and sustainable development.

The company operates according to principles of integrity, honesty, loyalty and transparency in compliance with national and international conventions and declarations on human and labour rights, guaranteeing the protection of moral integrity and working conditions that respect people's dignity.



Through precise, verifiable and measurable indicators, we want to ensure the sustainability of our company in three different areas:



1. **Environmental:** with biodiversity in the vineyards, organic production, good working practices.
2. **Social:** with good organisation of workers, promoting welfare, preventing all forms of discrimination and developing workers' training and rights.
3. **Economic:** with proper management control, an adequate growth plan for workers and good economic practices towards suppliers and customers.

Our company is formally committed to ensuring that this policy is understood, implemented and supported by all employees through a company training and awareness-raising programme and an ongoing review of the system through an annual Management Review of process and performance indicators. To make all this possible, it will make the needed resources available because it firmly believes that this is a necessary and indispensable condition for strengthening its position and guaranteeing lasting, defensible competitive advantages.

1. Quality Assurance

The management of the Equalitas standard integrates with existing certified management systems in the company such as:

- **Food Safety Management System (SGSA)** FSSC 22000 recognised by the Global Food Safety Initiative (GFSI)
 - **Energy Management System** UNI CEI EN ISO 50001:2018
 - **Organic Certification** according to Reg. EU 848/2018
-

The company has also undergone an SMETA audit and is registered on the SEDEX platform.

The company periodically undergoes second- and third-party audits and numerous checks related to the control of current certifications or customer feedback on the operational status of company production sites.

Agenda 2030 Sustainable Development Goals
associated with Chapter 1 Quality Assurance



CONTINUOUS IMPROVEMENT

By cyclically analysing the performance data of our company management system through the Plan-Do-Check-Act model, we work towards constant improvement through the analysis of production procedures and processes, non-conformity analysis and preventive and corrective actions.

Similarly, sustainability goals in the context of Equalitas certification are part of the discussions of the company system to ensure that opportunities for growth and conscious development are identified.





The company firmly believes in training as personal enrichment, professional improvement and development of employee skills.

In addition to the training required by current law, each year all personnel participate in training sessions related to their role in the company in order to ensure the skills necessary to perform their duties.

Co-participating topics are often related to:

- Food quality and safety
- Safety at work
- Cyber security
- Sustainability

New hires receive specific training for the role they are going to perform, and afterwards they participate in the training provided for all employees.

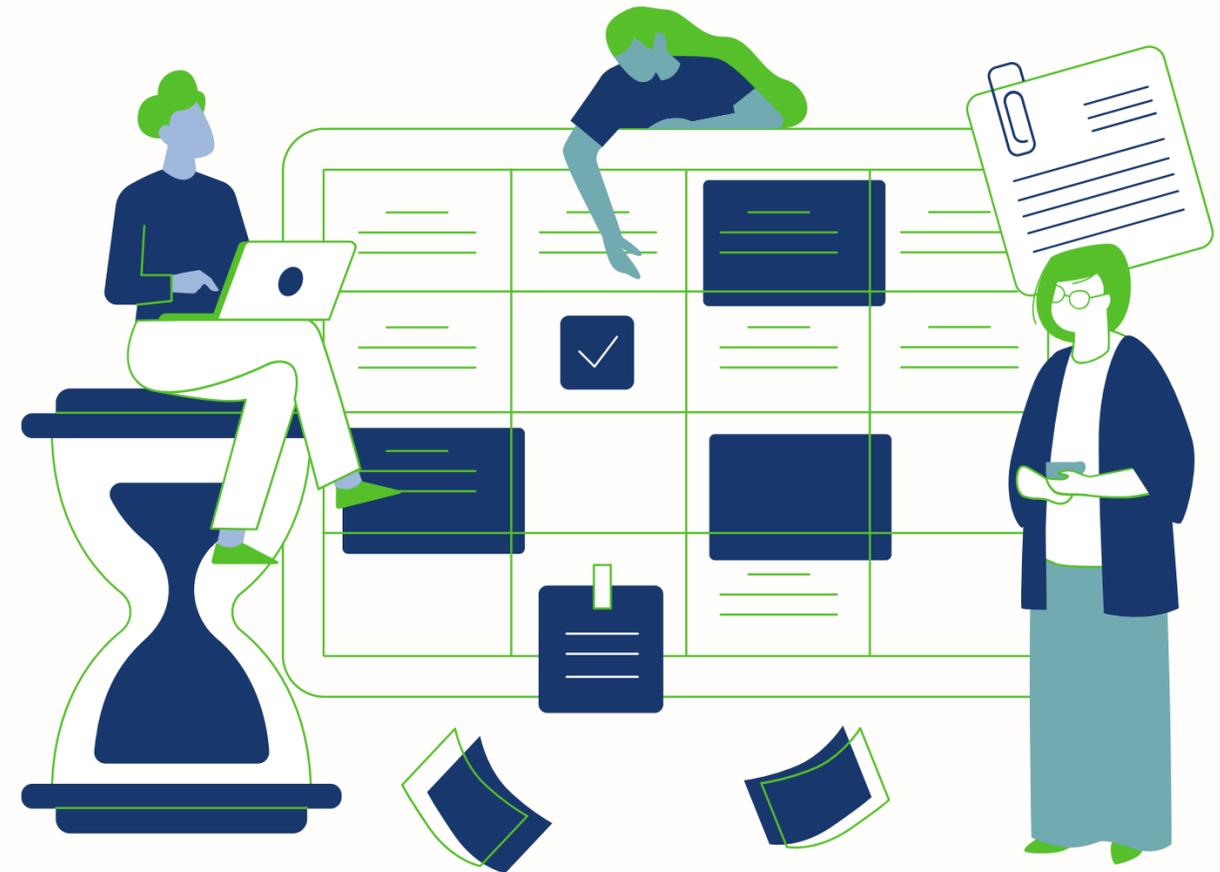
SUPPLIERS

Through a “risk-based thinking” evaluation system based on quality, ethics and sustainability requirements, we involve all our suppliers in our environmental and community commitments.

All suppliers periodically receive an evaluation questionnaire to identify the degree to which they meet our requirements in the different areas of quality, energy, environment, ethics and safety.

The raw material sectors involved in our production are:

- Wine and must in bulk
- Wine products
- Primary packaging (bottles, corks and metal closures)
- Secondary and tertiary packaging
- Services



COMPLAINTS

All complaints and reports we receive from our customers are recorded and analysed as they are valuable for improving our performance and fulfilling customer requests.

INTERNAL AUDITS

Internal audits on compliance with the requirements for maintaining voluntary certifications and identifying areas for improvement and innovation are scheduled on an annual basis.

In June 2022 the second full Equalitas internal audit was conducted by independent auditors following the new requirements and the Equalitas rev. 4 checklist. The company's adaptation to the new version of the standard has increased its commitments and the activities to be carried out regularly to implement them.

The table below shows the business activities implemented to meet the new requirements. 

Requirement for the Equalitas certification

Corrective Actions

Where the organisation has a vineyard of more than 15 hectares, it identifies and characterises semi-natural areas and formalises plans for the possible improvement of their functions, including interconnection.

Semi-natural areas were mapped and surveyed in document MO SO 08 – Mapping and management of semi-natural areas.

The organisation protects water bodies, wooded areas and semi-natural areas with buffer strips at least 3 metres wide, left vegetated, unfertilised and untreated with pesticides.

All semi-natural areas are protected by 3-metre buffer strips that are left vegetated, unfertilised and untreated with pesticides. Semi-natural areas were mapped and surveyed in document MO SO 08 – Mapping and management of semi-natural areas.

With a view to promoting equal opportunities and guaranteeing a fair distribution of operational and managerial tasks, the organisation monitors and verifies at least the following indicators over time: wage difference between men and women; presence of women and young people in management roles; hiring of young people and women in the last five years; rate of resignations or demotions due to maternity-paternity leave; use of parental leave in relation to gender.

The internal document MO 04 SO has been updated with the new indicators under rev. 4 of the standard with reference to the year 2021.

The Organisation defines policies and procedures aimed at preventing corruption, bribery, extortion and embezzlement.

The company has established policies to prevent bribery or corruption with I.O. 61 of 28/06/2022.

The Organisation implements measures to counter and remedy the phenomena referred to in requirement 5.5.5.1 above.

The company has established policies to prevent bribery or corruption with I.O. 61 of 28/06/2022.

The Organisation adopts a communication policy that is honest, truthful, documented and in general in compliance with the principles of the International Chamber of Commerce (ICC) Consolidated Code of Advertising and Marketing Communications Practice.

Reference to the ICC principles included in the Sustainability Report under “Good Communication Practices”.

Agenda 2030 Sustainable Development Goals associated with Chapter 21. Good agricultural practices in the vineyard



2. Good agricultural practices in the vineyard

SOIL, FERTILITY

With the help of a qualified technician and laboratory, the organisation performs **soil analyses** of the lands under management with vineyard areas every four years. Analyses are performed on areas that are homogeneous with respect to soil and plants.

The results of the soil analysis, which include texture, reaction, cation exchange, potassium and organic matter, are used to calculate the **fertilisation plan**, which is based on the profile of the specific soil.

IRRIGATION

The **irrigation plan** is developed with the help of the Irrinet Canale Emiliano Romagnolo platform, which provides instructions on the precise moment of intervention and the relative volumes to be used for irrigation based on:

- Meteorological data provided by Arpae-Simc
- Pedological data provided by the regional Geological and Seismic Service
- Aquifer data from the Agriculture Department's survey network
- Data from company rain gauges and rain gauges of the Plant Protection Consortium

Irrigation is carried out using only **drip systems**.

Permanent **grassing** of the inter-row and under-row is only subjected to mechanical weeding.



VINEYARD MANAGEMENT

The vineyards have been managed in accordance with **organic farming** methods since 2017.

Therefore, no plant protection products harmful to humans are used, and their use is carried out in the smallest possible quantities with the same effectiveness and in such a way as to protect environmental biodiversity.

The choice of when to intervene and the selection of the type of plant treatment in the vineyard are based on direct monitoring data of pests and diseases and with the help of forecasts provided periodically by the Plant Protection Consortium and the Plant Production Research Centre by means of bulletins.



Harvest

The choice of when to start the harvest is made by the winemaker and their team based on the minimum values of the ripening indices. From the onset of ripening, samples are periodically taken from the grapes for the analysis of ripening indices.

NEW PLANTINGS, MAINTENANCE AND SOIL PREPARATION

In the case of new plantings, the soil is analysed and a preliminary study of the state of the soil in terms of fertility and composition is drawn up. Based on the results, cultivation operations are planned to prepare the land for the new vineyard.

LANDSCAPE AWARENESS AND PROTECTION

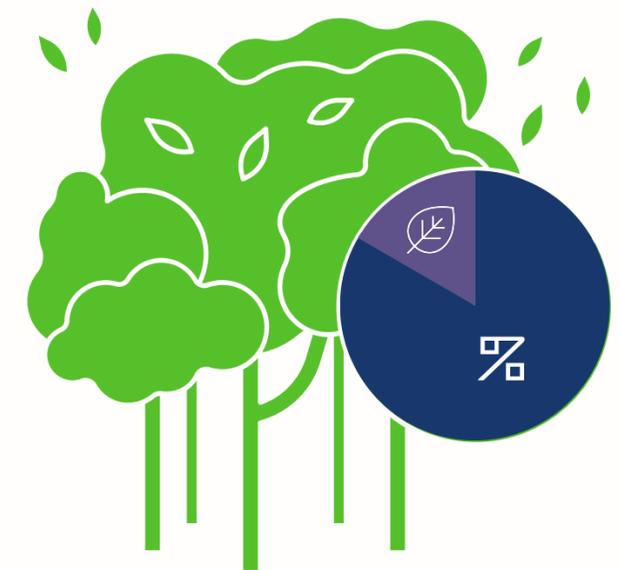
The company's directly managed land is located in the province of Reggio Emilia, distributed over four estates in the following towns:

- Gaida
- Montecchio nell'Emilia
- Barco di Bibbiano
- Cavriago

Vineyard management is carried out with awareness and **protection of the landscape and the land**.

As landscape assets to be protected, **the semi-natural areas** of the properties are surveyed and maintained with improvement or conservation measures and are also protected by vegetated buffer strips.

To **protect biodiversity**, flower meadows (a mixture of wild flowering species) are sown on at least 1% of the area under management in order to encourage entomophilous pollination of crops and the establishment of pollinating insects.



Type of interventions for the conservation and/or improvement of semi-natural areas

	Periodic operations	Improvement projects
Forest	Routine maintenance, cleaning and removal of dry plants and shrubs	
Roadways	Mowing when necessary	
Meadow	Mowing when necessary	
Scattered trees and shrubs	Pruning when necessary	
Former "Educational Park"	Meadow: Mowing when necessary Trees and shrubs: Annual pruning and canopy management	Redevelopment of the educational park with urban infrastructure works
Flower meadow		Establishment of areas with flowering plants that favour the establishment of pollinating insects

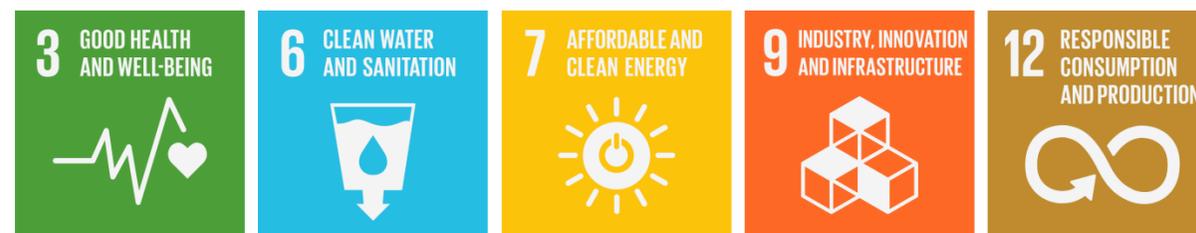
3. Good Winery, Bottling and Conditioning Practices

WINE MAKING AND BOTTLING

From harvesting to bottling, all production steps are conducted based on the **experience** of the in-house team, employing methods, processes and monitoring that ensure **product quality**.

All activities performed in the production process are managed and recorded so that they can be consulted and reviewed at any time. Wine preparation and conditioning are defined in the Product Plans and Wine-making Protocols which, together with the Product Specifications and Process Specifications, constitute the process management system.

The system is reviewed annually in order to identify any **opportunities for improvement** and operating methods that, while guaranteeing the quality of the products, can **optimise** the use of **water and energy resources** as well as adjuvants, additives and nutrients.



Agenda 2030 Sustainable Development Goals associated with Chapter 3. Good winery, bottling and conditioning practices

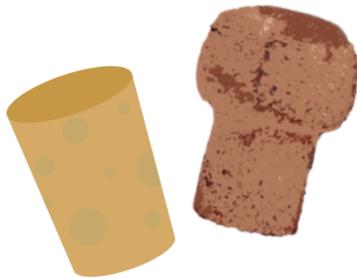
PACKAGING

When evaluating and choosing the packaging to be used for its products, technological performance, market segment, sales channel and product type being considered equal, the company prioritises solutions with the least environmental impact and the use of **recyclable** and **reusable materials**.



Bottles

Suppliers use 40% to 75% glass from post-consumer recycling depending on the technical characteristics and the colour of the glass produced. Lighter bottles are preferred.



Cork

Cork micro-agglomerate or assembled cork stoppers, closures made of recyclable poly-bonded material are preferred.



Labels

The labels are selected by analysing ecological aspects relating to the amount of recycled paper contained and weight.



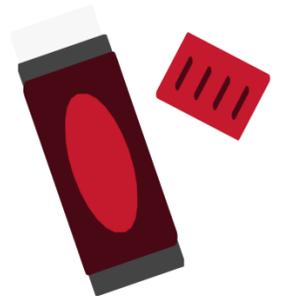
Capsules

Plastic or laminated aluminium capsules are chosen to ensure a better seal.



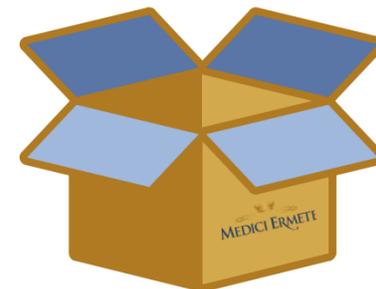
Glue

Self-adhesive labels and water-based glue labels are used.



Cartons

All suppliers are FSC certified, guaranteeing the origin of the paper used for their products and demonstrating their active contribution to responsible forest management in a proper, transparent and controlled manner. The cartons purchased are composed of 70-100% cellulose from post-consumer recycling.



ENVIRONMENTAL LABELLING

In accordance with current laws on the environmental labelling of packaging, the company has included **information on the recycling of packaging components** on its wine labels. The information is accessible to consumers by reading the **QR code** on the back label.

**SCAN
ME**



DOVE LO BUTTO? SCOPRI COME SMALTIRE I TUOI RIFIUTI



BOTTIGLIA	CAPSULA	GABBIETTA	TAPPO
GL70 o GL71	C/ALU 90	FE 40	FOR 51
VETRO	ALLUMINIO	ACCIAIO	SUGHERO

RACCOLTA DIFFERENZIATA

Raccolta differenziata dedicata o per rifiuti organici

*Verifica le disposizioni del tuo comune.
Separa le componenti e conferiscile in modo corretto.*

*Non ti preoccupare dell'etichetta sulla bottiglia,
non serve staccarla.*

CLEANING WASTE AND CIRCULAR ECONOMY

Cleaning and sanitising

Cleaning is planned so as to optimise water consumption and limit the use of chemicals.

The bottling line is equipped with an automatic bottle washing and cleaning system. The system allows the use of micro-filtered water and detergents in the needed quantities, thus avoiding waste.



Separate waste collection

All recyclable waste is delivered to private or municipal waste disposal and recycling companies

The offices and the canteen are equipped with containers for separate waste collection consisting mainly of plastic, paper, glass and cans.



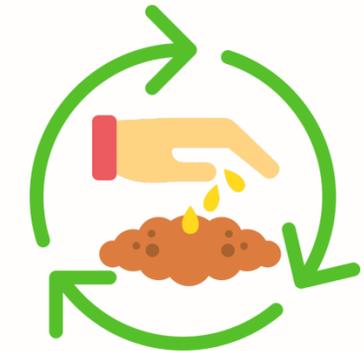
Wastewater

A biological wastewater treatment plant is scheduled to be installed and commissioned by 2023.



CIRCULAR ECONOMY

“Legami di Vite” (“Vine Links”) is an important “green” development project involving the most important companies in our sector in the Emilia Romagna region. With the coordination of the Regional Wine House, the goal is to develop a **sustainable, circular supply chain**, including the development of an environmental protocol. Medici Ermete has signed on to the contract and, among others, participates in the project to recover waste by delivering **lees and marc**, which are transformed into natural fertilisers. These organic composts are reusable to help maintain the fertility of the vineyard.



A collection point has been set up at the company shop for **cork stoppers**, which through the GreenCorks project are given to a company specialising in processing cork for the production of **furniture and design objects**. The proceeds from the sale of the corks are donated to the primary school in Taneto di Gattatico (RE) for the purchase of teaching materials.

4. Indicators Of Environmental Sustainability

CARBON FOOTPRINT OF THE ORGANISATION

The company's carbon footprint was first calculated in 2022 according to the requirements of the ISO 14064-1 international standard and the guidelines defined by the SOPD Equalitas standard. The company's goal is to consider the calculation of the emission indicator as an analytical basis on which to **plan timely, concrete and feasible improvement projects with the aim of mitigating the emissions** generated by its operations.

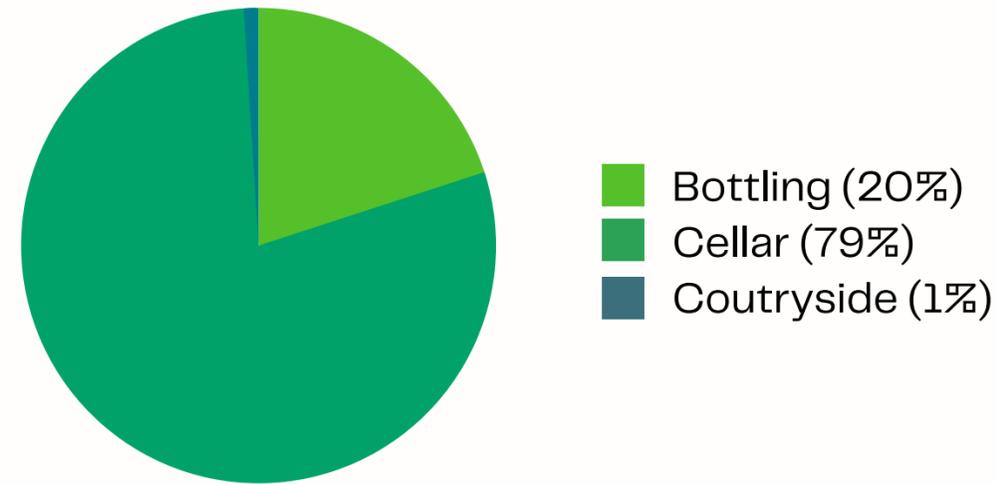
Emissions reporting has been incorporated into the company's management system with annual review for continuous improvement.

By the end of **2023**, the **water footprint and biodiversity** indicators will also be calculated.

Agenda 2030 Sustainable Development Goals associated with Chapter 4. Indicators of environmental sustainability



Below are charts showing the results of the organisation's carbon footprint calculation for the 2021 calendar year. The first segmentation proposed is by department, the dashboards immediately below show a breakdown based on input categories.



RAW MATERIALS



TRANSPORT



LAND USE CHANGE



WASTE AND WATER



PACKAGING



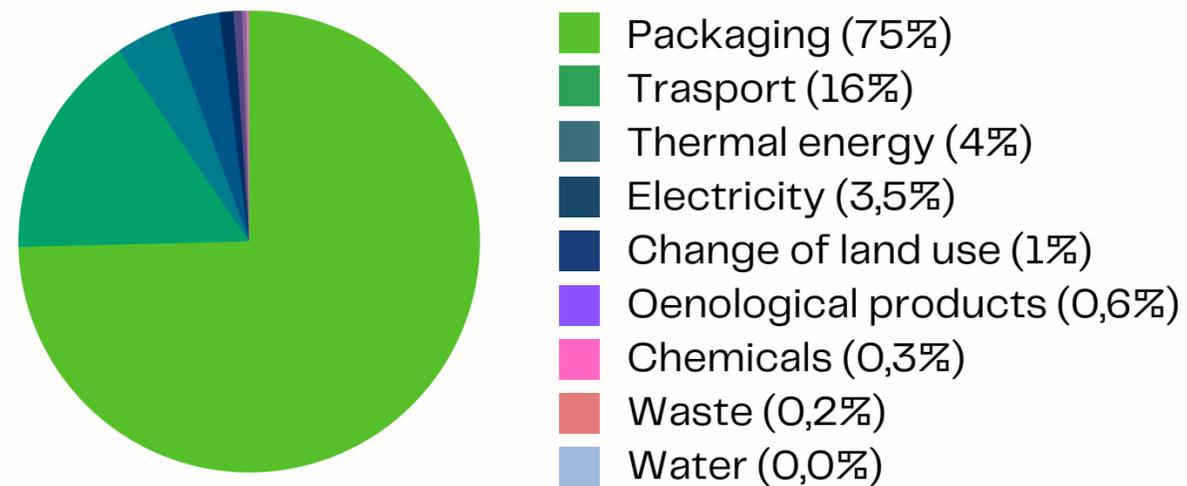
THERMAL AND ELECTRICAL ENERGY



OENOLOGICAL PRODUCTS



Considering the important impact of the raw material on the calculation of the carbon footprint, knowing that the emissions caused by that parameter can only be affected to a very limited extent, the percentage distribution of the various contributions to the **total emission excluding raw materials** was calculated below.



Packaging detail

Packaging has a major impact and is a variable that, if properly studied, can lead to a positive impact and visible improvements. In the chart below, all the components of our product have been broken down and the most impactful ones studied. Page 19 of this document contains improvements and corrective actions that the company is already working on.

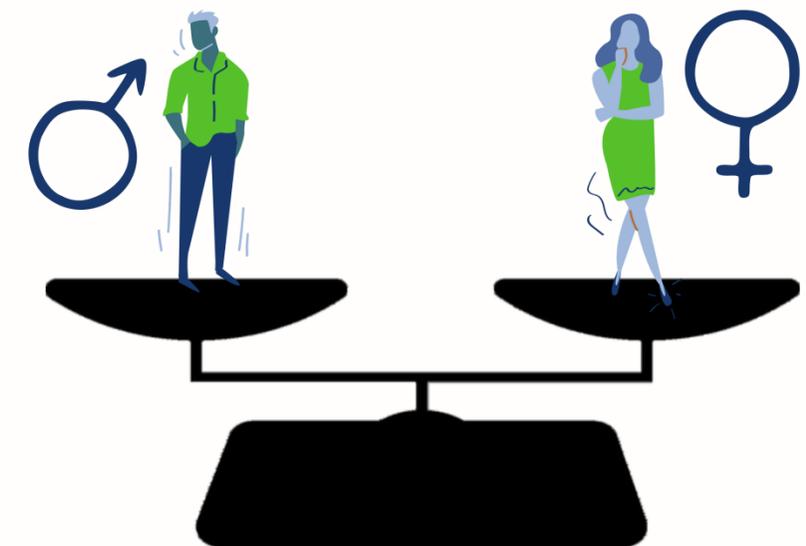


5. Good socio-economic practices

Medici Ermete & Figli srl has issued and ensures compliance with a **company ethical policy** aimed at making sure that fundamental rights for each worker are formally guaranteed.

Equal treatment is guaranteed and granted to male and female workers **without any distinction or discrimination** based on gender, religion, politics, race, sexuality or of any other type. The company is committed to ensuring the protection of employees and contractors of all kinds, guaranteeing them working conditions that respect personal dignity.

In its personnel selection policies, the company offers equal employment opportunities, ensuring fair treatment based on individual skills and expertise.



Agenda 2030 Sustainable Development Goals associated with Chapter 5. Good socio-economic practices



The company makes its **code of ethics publicly** available and updates it as needed during an annual Management Review, posting it on the company's premises and disseminating it to all interested parties through the company website.

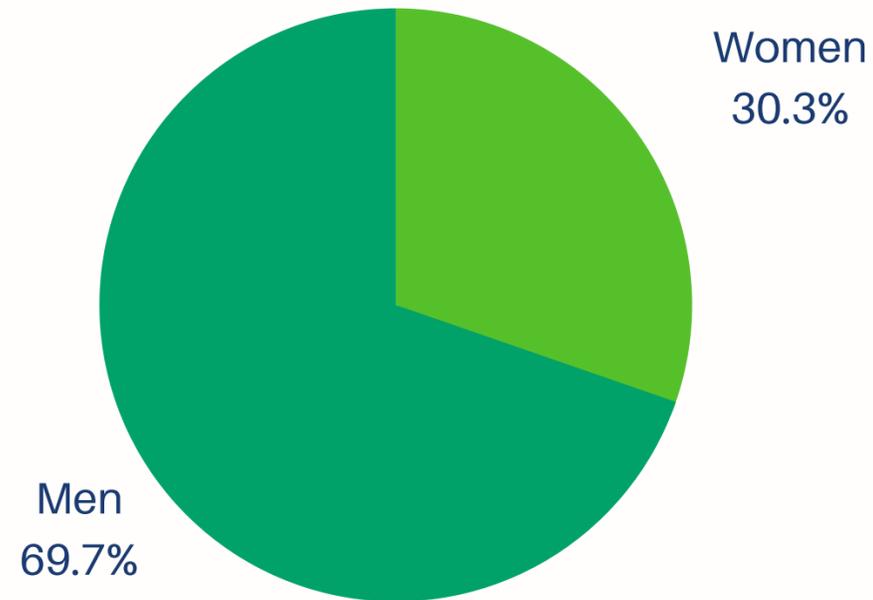
Specifically, the company has committed to:

- Not use or encourage child labour.
- Not resort to forced or compulsory labour of any kind.
- Comply with the rules and laws on the safety of workers.
- Respect the right of all personnel to join trade unions.
- Operate in accordance with the provisions of the company code of ethics.
- Not tolerate any kind of discrimination, avoiding differentiated treatment based on race or class.
- Not apply disciplinary punishments other than those permitted by the relevant national collective labour agreement.
- Comply with the working hours established by the national collective labour agreement and any internal trade union agreements.
- Comply with the payment of the minimum wage defined by the relevant national collective labour agreement.
- Classify and monitor suppliers in view of their importance and their compliance with ethical and social responsibility policies.
- Not tolerate any corrupt or fraudulent conduct by anyone.



Medici Ermete & Figli srl is periodically audited by SMETA and is registered on the SEDEX social responsibility platform used to share information with customers and suppliers.

Breakdown of men and women - 2021



Breakdown of workers by category - 2021

Agricultural workers
45,45 %



Employees
54,55 %

42.6

Average age
(in years)

27

Younges
year

MANAGEMENT OF EMPLOYMENT CONTRACTS

The company applies two types of contracts: the UNIONALIMENTARI CONFAPI national collective labour agreement (CCNL) UNIONALIMENTARI CONFAPI, and the AGRICULTURE CCNL. Furthermore, provincial contracts valid for the province of Reggio nell'Emilia also apply.

AGRICULTURAL WORKERS

The work flexibility contractually ensured by the presence of agricultural workers is managed by the company in accordance with the trade unions in such a way as to ensure the maximum number of working days in the year to each farm worker with the maintenance of the right to "agricultural unemployment subsidies" provided by INPS.

ACTIONS AND COMMITMENT

Moreover, based on an agreement with the trade unions, by November of each year Medici Ermete & Figli srl defines the number of agricultural workers needed for the following period, confirming all the farm labourers present during the course of the year also for the subsequent year. Promotions of existing personnel are the subject of negotiations between management and employees and their unions.

TEMPORARY EMPLOYMENT

Agencies offering temporary workers are used only in rare cases, in order to select workers who can then be quickly hired directly. Hiring takes place by placing the personnel in the duties and levels established by the pertinent contracts, without prejudice to the company's discretion to assign higher levels in cases where it is deemed appropriate.

FREEDOM OF ASSOCIATION

Medici Ermete & Figli srl ensures freedom of association with trade unions, and guarantees workers' representatives the enjoyment of all the rights attributed to them by current regulations.

DISCIPLINARY PROCEEDINGS

Disciplinary proceedings are managed in accordance with contractual provisions, and in any disputes involving workers they are free to request the assistance and/or representation of trade unions during the proceedings.

MEETINGS

Trade unions enjoy a contractual right to assembly and the right to a bulletin board at each site to inform workers. Several meetings are held between company management and the trade unions each year, organised at the request of one of the parties, in order to maintain relations characterised by a spirit of effective, fruitful cooperation.

OVERTIME WORK

Overtime is duly paid according to contractual provisions, but always in compliance with the weekly, monthly and annual quotas envisaged by current regulations. The personnel manager manages the situation relating to employees and periodically asks all employees to fill out vacation plans.



WORKERS

The company complies with the laws on the **right to work**, guaranteeing the application of collective agreements signed by the trade unions and ensures compliance with the applicable ILO conventions on the right to work required by the Equalitas standard and the Ethical Trade Initiative Basic Code.

TURNOVER AND PERSONNEL INDICATORS

Medici Ermete & Figli srl monitors and verifies the turnover of employees over time, how long they remain in the company and the reasons for leaving it, and where appropriate implements specific improvement actions.

EMPLOYEE MONITORING AND TURNOVER

	YEAR			
	2018	2019	2020	2021
Permanent workers hired	0	2	2	1
Permanent workers resigned	1	1	2	1
Workforce at the beginning of the period	32	34	34	33
Workforce at the end of the period	31	33	34	33
Average workforce	31,5	33,5	34	33
Overall turnover rate	1.59%	4.48%	5.92%	3.08%
Negative turnover rate	3,13%	3,13%	6,25%	6,25%
Positive turnover rate	0,00%	6,45%	6,25%	3.13%
Turnover compensation rate	0,00%	200%	100%	100%

Furthermore, with a view to promoting **equal opportunities** and ensuring a **fair distribution of operational and managerial tasks** and monitoring the **occupational safety** of its employees, over time the company monitors and verifies the indicators in the table here to the side.



INDICATOR

YEAR 2021

Salary difference men/women	10%
% women and young people in management positions	8.30%
Hiring of women and young people (under 30) in the last 5 years	60%
Drop-out rate	No resignations
Use of parental leave by women	100%
Use of parental leave by men	No parental leave
Work-related injuries	0
Demotion following paternity/maternity	0%

WHISTLEBLOWER MANAGEMENT

The company has made available an **internal mailbox** for the submission of reports, even anonymously, in order to comply with voluntary ethical standards, voluntary food safety standards, the EQUALITAS sustainability standard and other standards that require direct reporting by workers.

6. Good communication practices



The “Generation 2031” sustainability-related communication campaign that speaks to customers, suppliers and stakeholders continues. Company projects and initiatives are communicated with the aim of placing the focus on sustainability, giving it visibility, promoting debate and stimulating a positive snowball effect.

The tree is the symbol of Generation 2031. It is a fitting metaphor to get a precise message across: at the roots of Medici Ermete one finds values and expertise, then climbing upwards, with virtuous actions, one discovers a luxuriant tree, full of leaves and in good health, which is none other than the symbol of the company that is growing, improving and investing in an ever greener future.

Agenda 2030 Sustainable Development Goals associated with Chapter 6. Good communication practices



THE "GENERATION 2031" SUSTAINABILITY MANIFESTO

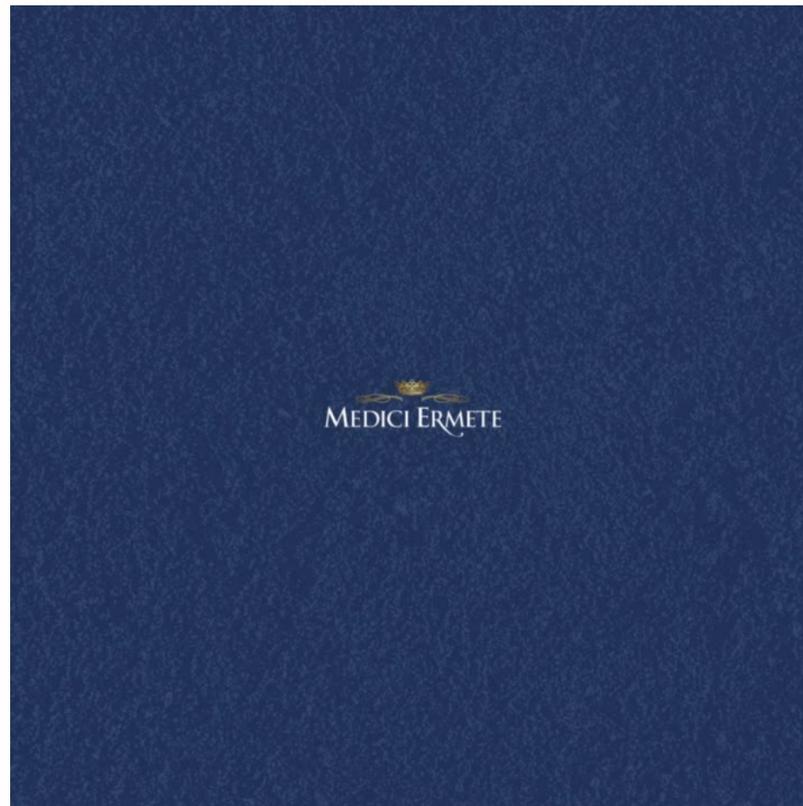


The macro-objectives are divided into the three thematic areas already defined by the Equalitas standard: environmental, economic and ethical sustainability.

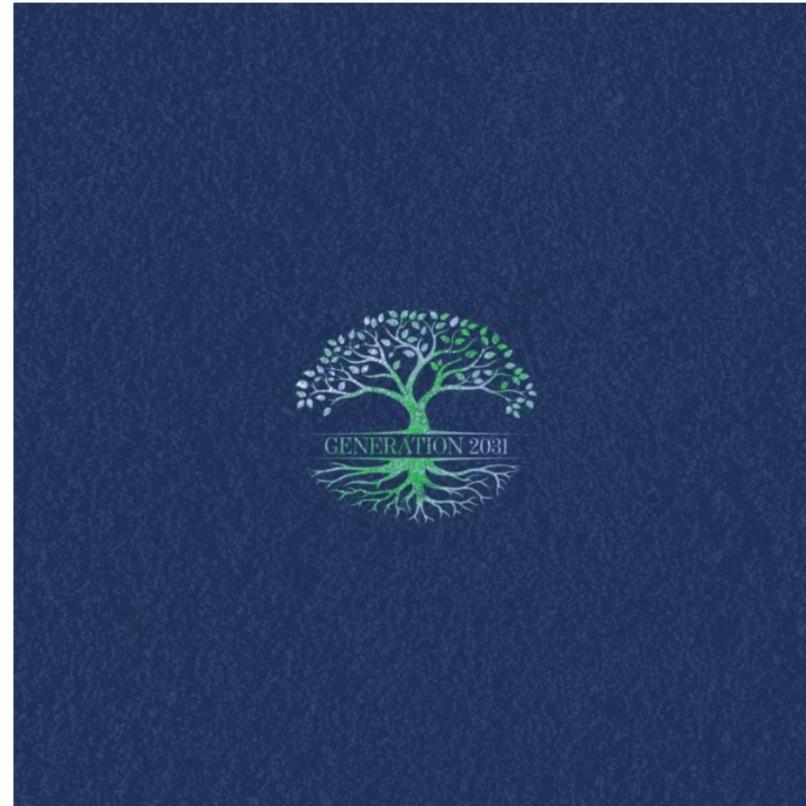
SOCIAL MEDIA

In 2022 three important promotional videos were produced and published on social media to convey the company's main initiatives for the year.

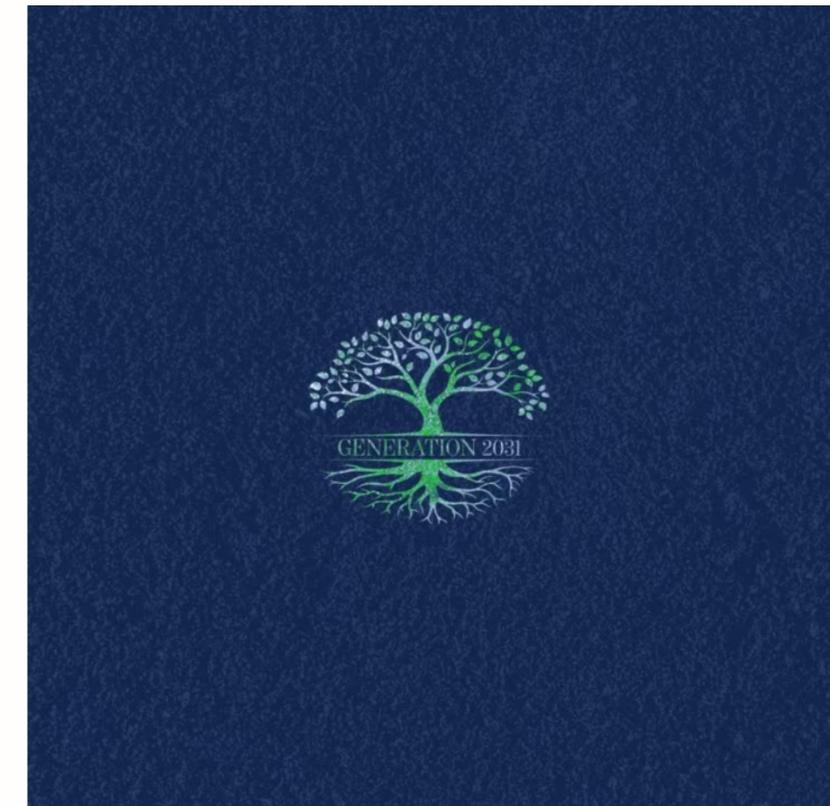
- [Our commitment for a better future](#)



- [Our vineyards are organically farmed to preserve the future](#)



- [Our carbon footprint](#)



EXTERNAL COMMUNICATIONS

This Sustainability Report is made available to all stakeholders in a digital format via the company **website** and **newsletters**, and is also printed **on paper**. Furthermore, the results achieved are presented and discussed annually in a meeting between the owner and the employees.

The company uses digital tools for external communications to consumers and stakeholders, such as its website and **social media**, in compliance with the principles of the ICC code.

COMMUNITY RELATIONS

Medici Ermete & Figli srl considers the maintenance of good relations with the surrounding community to be a high priority.

In 2021 about 15 anonymous satisfaction questionnaires were sent to neighbours in order to understand the level of mutual respect. As of the date of this document, no questionnaire was sent by email or post.



Goals and improvement plan

GOAL	BY	STATUS
1. Communicate externally with stakeholders via the sustainability report	Dic 2021	Completed
2. Earn Equalitas certification	Nov 2021	Completed
3. Improve stakeholders' training and information on ethical and sustainability aspects	Sett 2021	Completed
4. Make the system for calculating company bonuses consistent with the specific objectives of the Equalitas programme	Apr 2022	Ongoing
5. Calculation of the company's carbon footprint	Ott 2022	Completed
6. Calculation of the company's water footprint	Ott 2023	Planned for 2023
7. Calculation of the biodiversity in company properties	Ott 2023	Planned for 2023
8. Construction of new warehouse, plant expansion	2023	Ongoing
9. Redevelopment of the "thinkery" green area in the estate in Gaida, Reggio Emilia	2025	Ongoing
10. Introduction of the concept of sustainability in the "Medici for the Community" project	2024	Planned for 2024
11. Purifier installation	2024	Ongoing
12. Improve solid waste management: reduction policy and optimisation of separate waste collection	2024	Ongoing

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