



HABITAT

The wine world is our world

2023

ARGEA



SUSTAINABILITY REPORT

This Sustainability Report was drawn up in accordance with the Core option set out in the GRI - Global Reporting Initiative's Global Reporting Initiative Standards.

This update includes the data for Cantina Zaccagnini, acquired in 2023 by the Argea Group.
Where an * is present, the data does not yet include Zaccagnini but refers to the rest of the Group

ARGEA



'Opening Argea's first Sustainability Report is a call to draw up a Pact for the Future. We chose to do so by looking after our habitat every day, the lands which host us and allow us to express ourselves to the full. Lands which we live on with passion and dedication. Lands which have become our world. Our habitat. This is why we look after them carefully. With the very same passion we started out with, to improve them. Welcome to our habitat.'

HABITAT

Massimo Romani

Ceo

NARRATING THE HABITAT

Interwoven stories. Our stories.

HISTORY

SUSTAINING THE HABITAT

Looking after
our world.

ECONOMIC RESPONSIBILITY

LIVING THE HABITAT

In symbiosis with the land
and community.

SOCIAL RESPONSIBILITY

SAFEGUARDING THE HABITAT

The land is the custodian of
a dream. Our dream.

ENVIRONMENTAL RESPONSIBILITY

PRESERVING THE HABITAT

Our actions
for tomorrow's world.

RESPONSIBILITY FOR THE FUTURE



01 |

NARRATING THE HABITAT

Interwoven stories. Our stories.

NARRATING

Our lands.

The natural habitat for our wine production.



Piemonte

- 1 **MGM**
- 2 **CUVAGE**
- 3 **RICOSSA**

Veneto

- 4 **BOTTER**

Emilia Romagna

- 5 **PODERI DAL NESPOLI**

Abruzzo

- 6 7 8 **ZACCAGNINI**

NARRATING

The 5 cornerstones of the eco-system we live in.



Integrity

Our approach to relations
with others.



Inclusion

No-one is to feel left out.
At all levels.



Innovation

With individual and collective
growth in mind.



Excellence

Both managerial and operational,
to grow the firm.
And the chain as a whole.



Responsibility

A constant commitment to those
who believe in us.
With care and devotion.

NARRATING

Getting to know processes to improve them. In symbiosis with the land and community.

‘Our world is a space in which talent is expressed professionally and lived *passionately*. Our habitat is taking up challenges as they arise, with honesty and *loyalty*. Our future is a constant *pursuit* of ever better and more innovative wines and processes. The new challenge facing us now is making the firm even more sustainable.’

Michael Isnardi
GROUP QHSE & SUSTAINABILITY DIRECTOR



**Quality.
A non-negotiable choice**



NARRATING

555

People who work in this attractive place, ideal for self-expression

92%*

Staff who signed up to the company environment climate study

Our wine estates

the ideal place to generate beauty in.

‘An ideal workplace is not simply a matter of an attractive setting but also instils feelings of wellbeing, positivity and creativity into staff.’

Enrico Gobino
CORPORATE PR & COMMUNICATION



NARRATING

Nurturing relationships with the local area. Our own.

‘I have worked for Mondodelvino
as a builder over the years,
on its series of building sites.
The group’s business card
is people's smiles.’

Stefano Scanavino
IMPRESA EDILE SCANAVINO



Stakeholders
involved
in the report



Entities helped
in 2022



Number of events
2022

02 |

SUPPORTING THE HABITAT

Looking after our world.

SUPPORTING

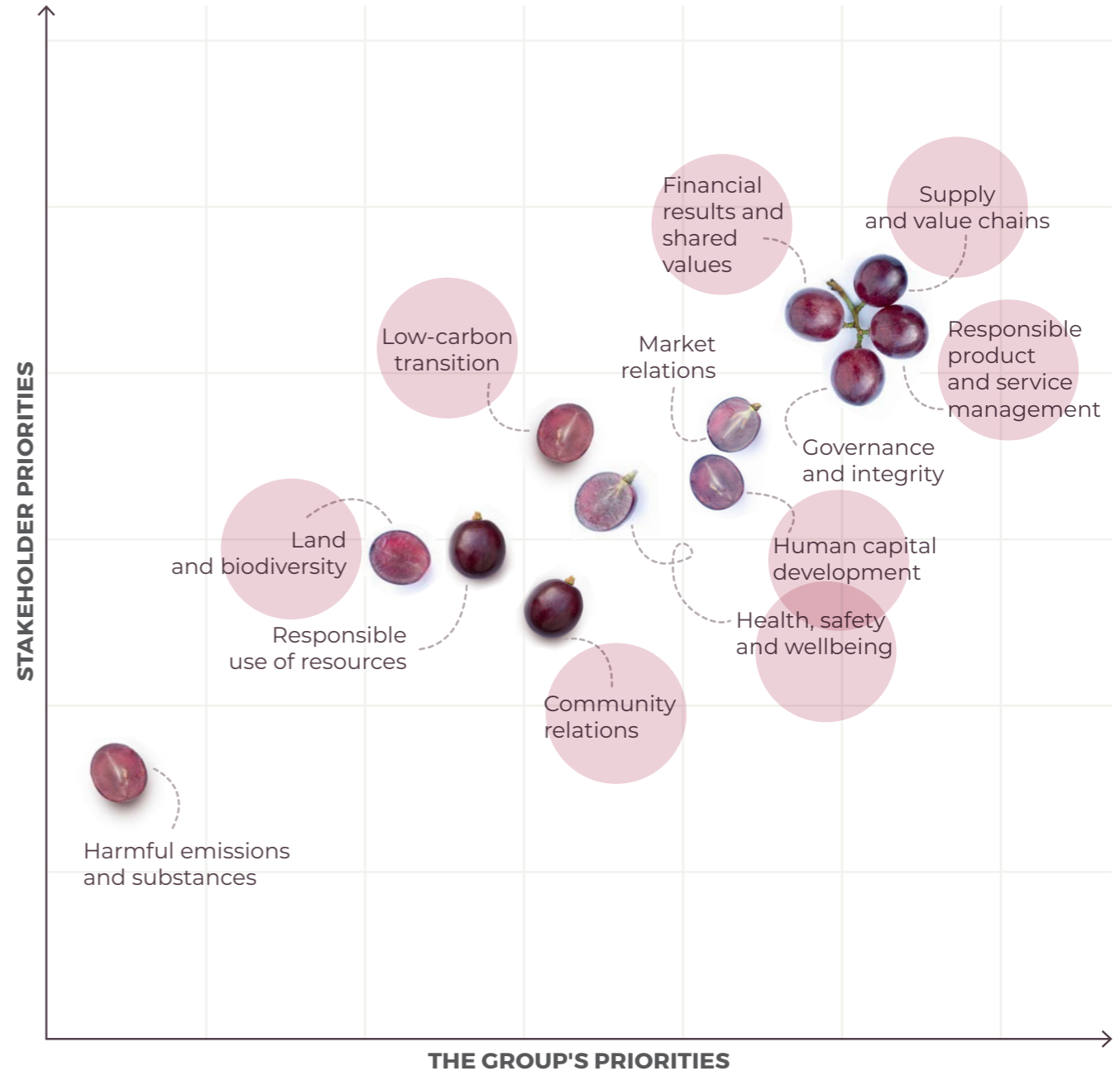
A value matrix. Our own approach.

A lengthy process designed to identify and assess significant sustainability themes.

Significant for the world. Significant for us.

The result is our own personal value matrix.

Not an abstraction. But a vision of the future which guides our work every day.



SUPPORTING

The numbers count.



Important economic results
WHEN THEY GENERATE SHARED VALUE.



473,854,825
Economic value generated



435,768,805
Distributed economic value



175,192,098
Articles sold in 2021



32,594,569
Staff pay



430,854,506
Operational costs



29,992,917
Economic value held over

SUPPORTING

People more.

Our partners.

STAFF WITH SOLID BONDS.
PART OF OUR FAMILY.



Partners who monitor their annual energy, fuel and water consumption



Firms with a risk assessment document



Significant suppliers who have signed up to our Ethics Code



03 |

LIVING THE HABITAT

In symbiosis with the land and community.



LIVING

Getting to know our habitat. To improve.

‘Our aim is to be an increasingly stimulating, inclusive firm, close to the communities we live in.’

Nicola Alessi
GROUP HR DIRECTOR

People. First and foremost.



Workforce
+81 (31 of whom are under 30)



Average **training** hours per employee



Reports of discrimination and human rights violations



Staff involved in the drawing up of the ethics and human rights codes

LIVING

An ideal skill development habitat.



An **inclusive** workplace

more than half of our office staff are **women**

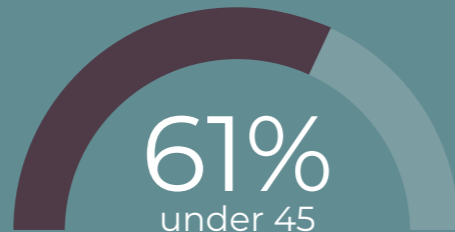


19%
men

23%
women



Diversity and a culture of **pluralism**



61%
under 45



Professionalism ongoing training

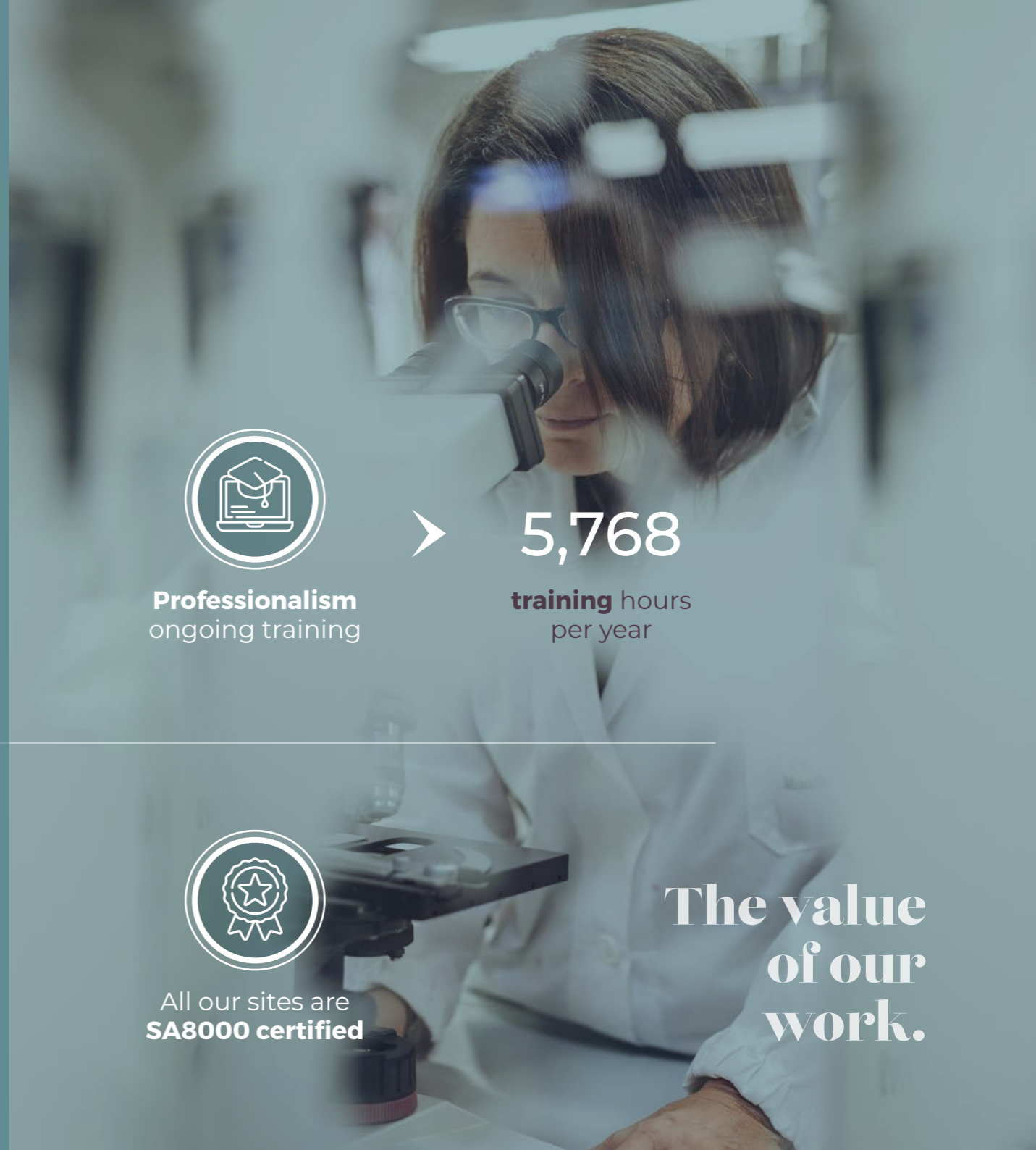
5,768

training hours per year



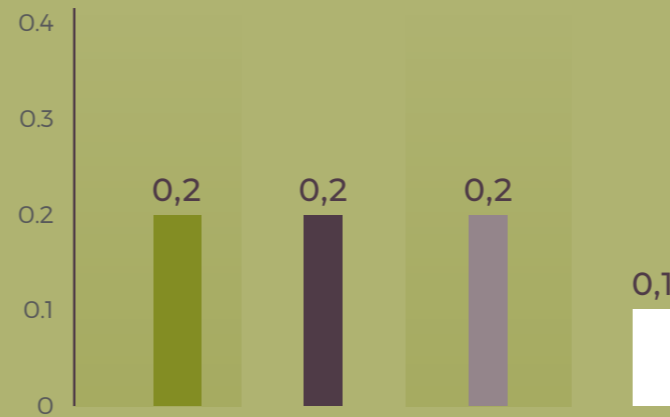
All our sites are **SA8000 certified**

The value of our work.

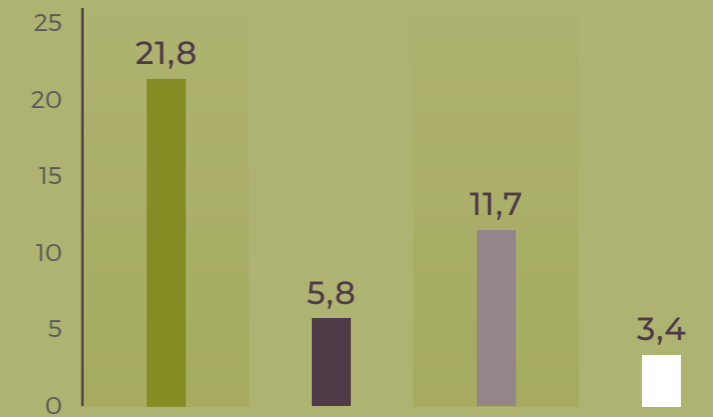


A shared commitment to a safe workplace. Our workplace.

SEVERITY INDEX

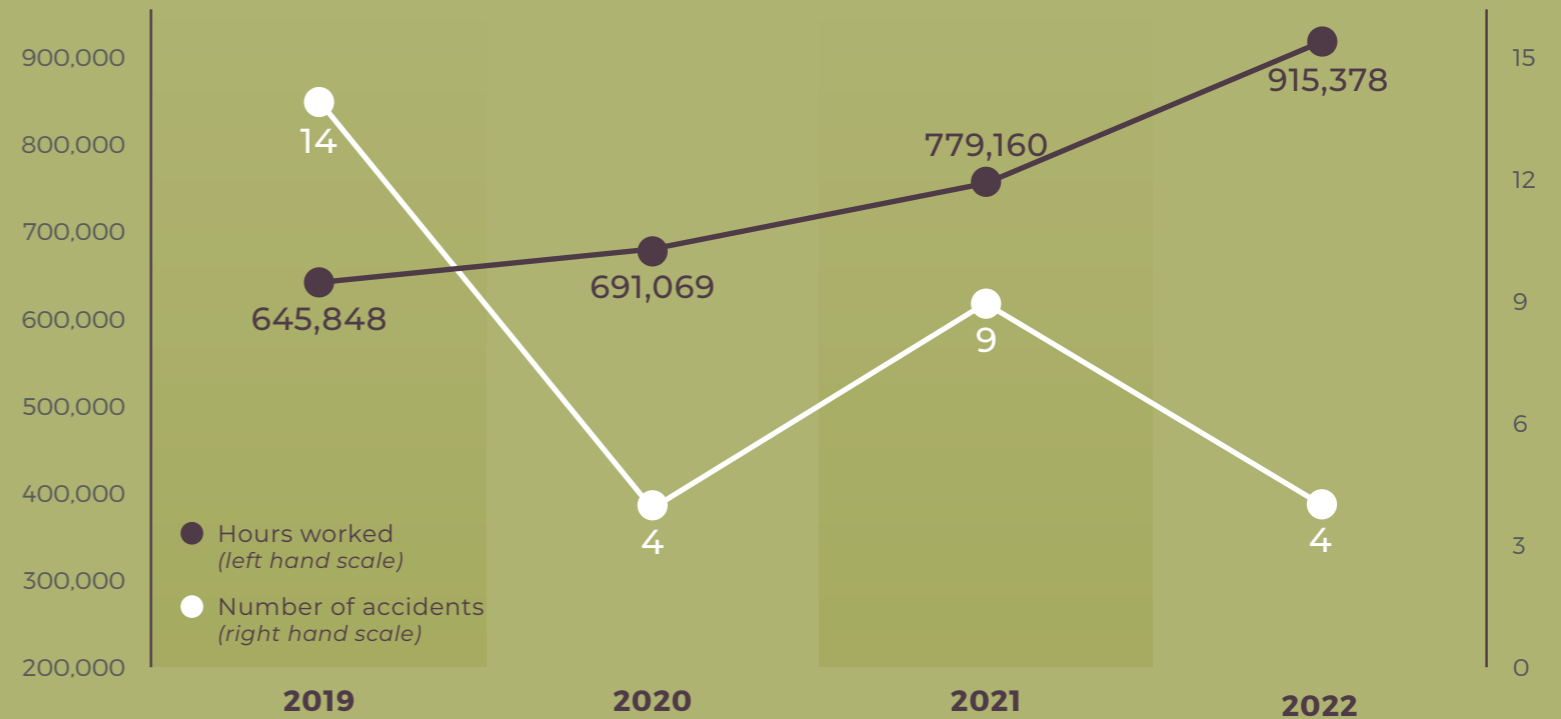


FREQUENCY INDEX



‘Safety at work is an imperative for any firm. This means that safety at work training and respect for the rules are fundamentally important. Ours is a daily commitment to disseminating workplace safety culture authentically and this requires a shared effort by everyone.’

Roberta Dascanio
SAFETY AMBASSADOR



LIVING

Health and safety: the cornerstones of our habitat.

11

One **internal audit** per year on workplace health and safety

9

RLS (health and safety representatives) who take an active part in workplace safety work

8

People involved in an **extra high altitude** rescue course

70

Staff taking part in our **first aid and fire fighting teams** in yearly ongoing training



45001 certification covers virtually the whole of our production sites



Monitoring



Participation

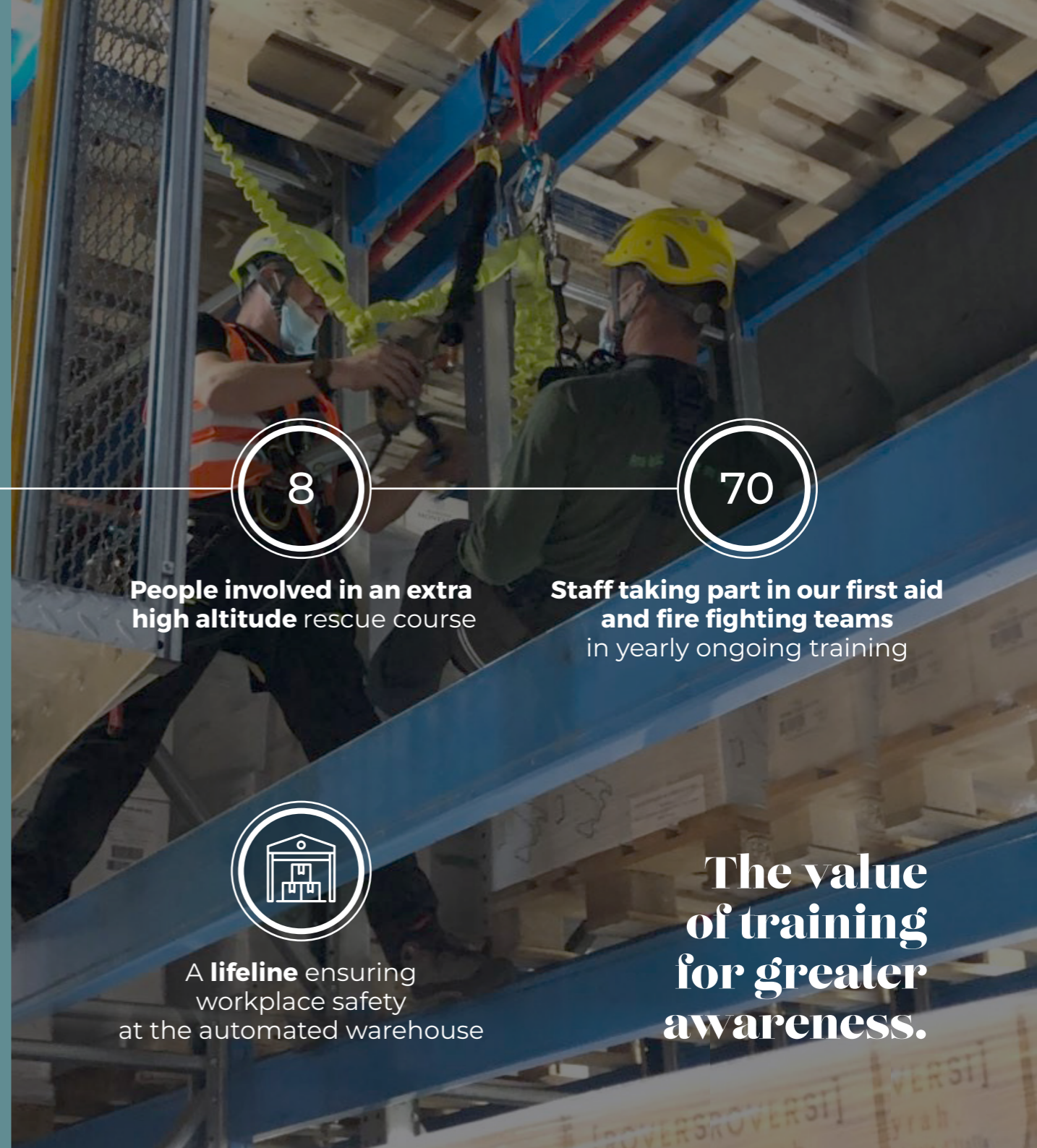


Ongoing training



A **lifeline** ensuring workplace safety at the automated warehouse

The value of training for greater awareness.





04 |

SAFEGUARDING THE HABITAT

The land is the custodian of a dream.
Our workplace.

Continuity, growth and development. Possible only if we look after our world.

‘In certified symbiotic Romagna vineyards we are working to reduce our environmental impact.

In both the vineyards and the wine cellars we are working on natural methods designed to act as the foundations for a new ORGANIC-SYMBIOTIC winemaking project.’

Celita Ravaioli
ROMAGNA VINEYARDS COORDINATOR

Poderi dal Nespoli. A virtuous example.



**Organic
agriculture**
since 2018



**Symbiotic
agriculture**
since 2020



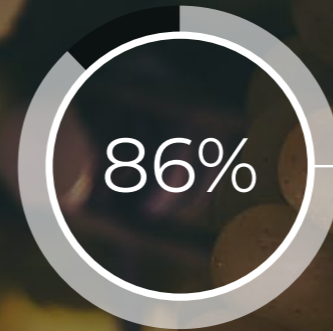
**Bio-symbiotic
grapes**
since 2020

SAFEGUARDING

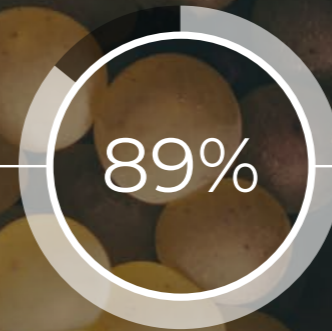
Our land: a habitat to conserve.

ONGOING PURSUIT OF QUALITY
AND SUSTAINABILITY TO IMPROVE
THE ENVIRONMENT WE HAVE
INHERITED

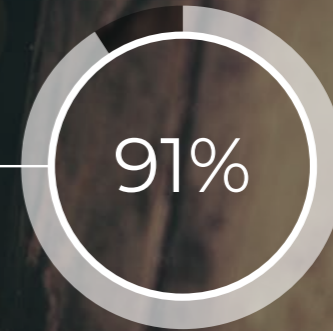
Almost all of our sites are
certified to **14001 standards**



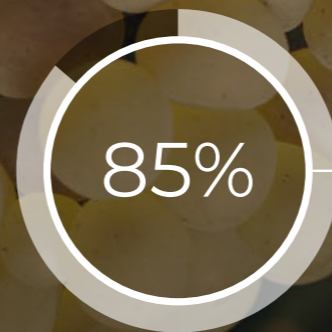
Priocca site



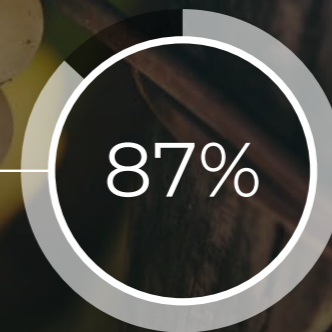
Acqui site



Nespoli site



Fossalta di Piave
site



Zaccagnini site

**We assess the percentage of incoming
dry material we recycle on a yearly basis.**

SAFEGUARDING

Our vineyards, our environment.

*Each one of us can (and must) do our bit.
The future of the planet depends
on our actions and decisions today.
Sustainability can not be improvised'*

Andrea Denora
ENVIRONMENT AMBASSADOR

**We monitor our
CO₂ emissions
carefully.**

**VALUES ARE THE TOTALS
FOR ALL WINE ESTATES**



2,315 tCO₂eq
Goal 1

DIRECT GHG EMISSIONS
IN TCO₂EQ

Fossil fuel emissions such as
methane boilers, machinery
and company vehicles



0^{**} tCO₂eq
Goal 2

INDIRECT GHG EMISSIONS
IN TCO₂EQ

Electricity
production

*** Argea has offset all the scope 2 CO₂
produced in 2022, equal to 2,088 tCO₂ eq.*



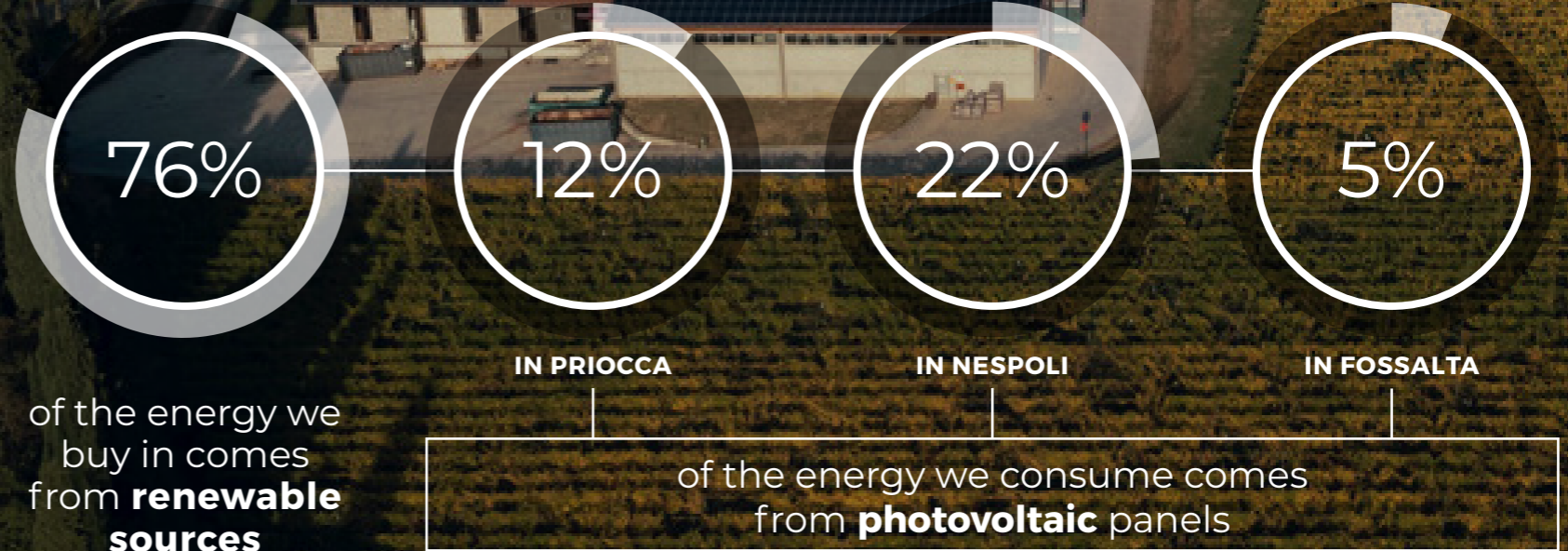
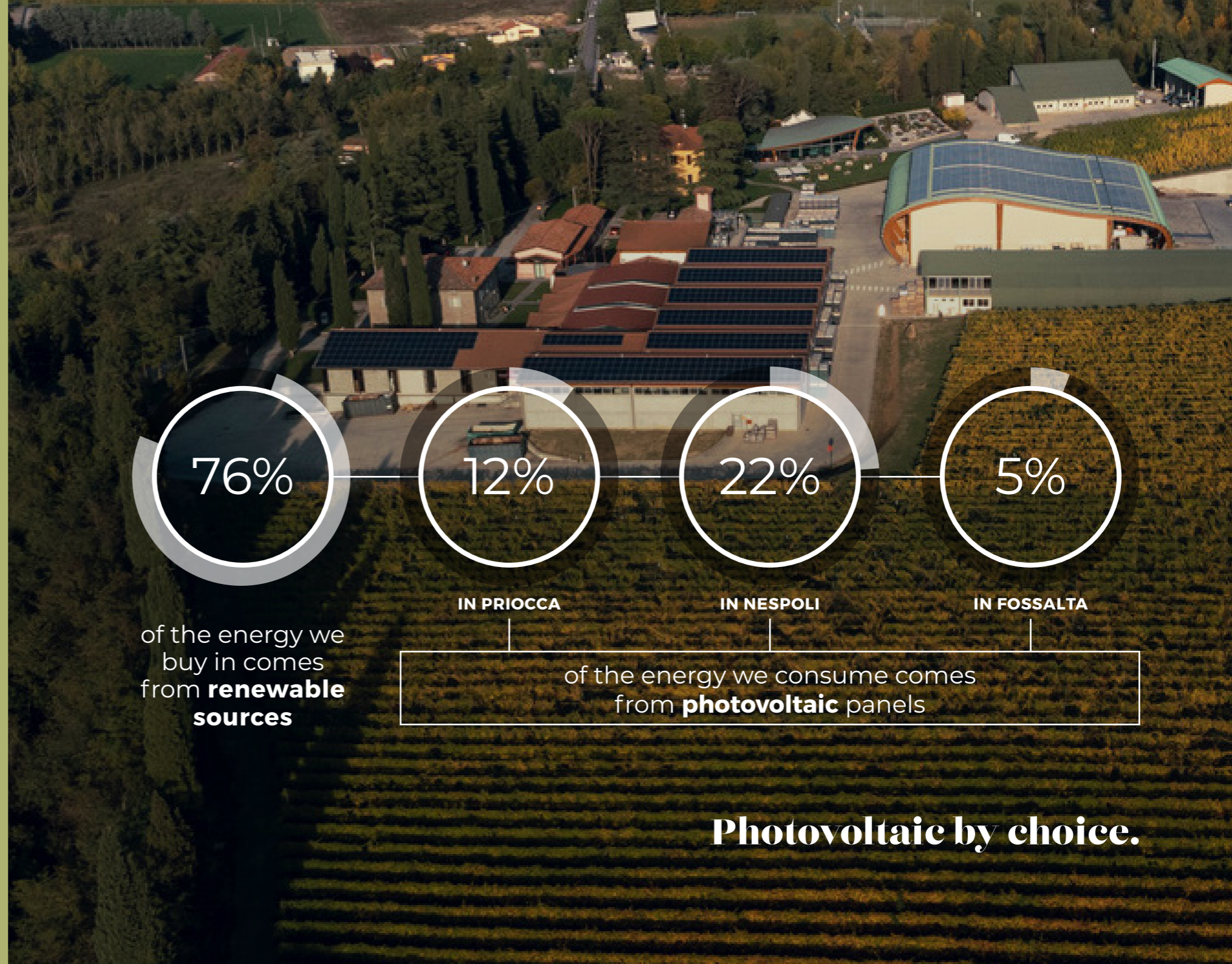
260,760 tCO₂eq
Goal 3

INDIRECT GHG EMISSIONS
TCO₂EQ

Production, transport
and distribution of the goods
bought by the organisation
and distribution of the
organisation's products

SAFEGUARDING

Sustainable management of waste.



Photovoltaic by choice.

05 |

PRESERVING THE HABITAT

Our actions for tomorrow's world.

PRESERVING

Our commitment. Our promises for 2023.



shift to certified FSC cartons

(from sustainable forests)
for the boxes and bag-in-box
and bag-in-tube tubes



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION





Our objective is
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

**Guaranteeing safety.
With clear ideas.**



**100% certified workplace
safety sites:**
we will apply the 45001 standards
and certification on the Fossalta
site prior to 2022 and on the Poderi
dal Nespoli and Zaccagnini site
prior to 2023

8 DECENT WORK AND
ECONOMIC GROWTH





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

Nurturing tomorrow's corporate wellbeing today.



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



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

8 DECENT WORK AND ECONOMIC GROWTH





We will offset Goal 1 Co₂ emissions and move in the direction of **complete neutralisation**

Polluting less.



Zero CO₂ from goal 2.

Transfer of 2,8348t CO₂eq. to certified green electricity from renewable sources



Analytical study of Objective 3 for the following CO₂ reduction/offsetting objectives

13 CLIMATE ACTION



We will adopt **sustainable purchasing criteria for the vehicle fleet** which involves:

- **for the shared use cars**
electric cars
or cars with consuming up to 60gCO₂/km
- **For the long distance cars:**
We must never go over 160g Co₂/km



Equipping each site with at least one car recharging **column**

We can, we must.



At **Acqui Terme** and **Poderi dal Nespoli**
the objective is zero indirect emissions
from electricity production

Zero emissions.
Yes we can.



At **Priocca**, a zero emissions before the end of 2022
objective, at **Fossalta** before the end of 2023



We will certify our Fossalta site in accordance
with **ISO 14001** standards before the end of 2023

13 CLIMATE
ACTION





We will use **B Corp** and **SDG Action Manager** to track our progress in accordance with objective criteria and prepare us for the next sustainability objectives

ESG culture for us and our future.



We will increase the number of audits at our supplier wine estates covering at least 60% of the wine we buy, in order to promote **ESG culture** and monitor progress



- ✓ **ESG**
Environmental, Social, Governance
Much more than just climate. It is also a focus on **social** and **governance** spheres.
- ✓ **B CORP**
A **certification** which verifies and ensures that a firm works in accordance with the highest **social and environmental performance standards**.
- ✓ **SDG ACTION MANAGER**
The ideal tool with which to support businesses in measuring and developing **the impact of their ESG performance** and thus their organisational progress trajectory.



HABITAT

The wine world is our world

