Our sustainability strategy

2026 - 2031

GRUPPO ORSERO

Our sustainability ••• strategy •••

The universe of sustainability is what we seek to explore every day.
Guided by responsibility, we carry out our mission: **to bring the world closer together and grow alongside our suppliers and customers.**

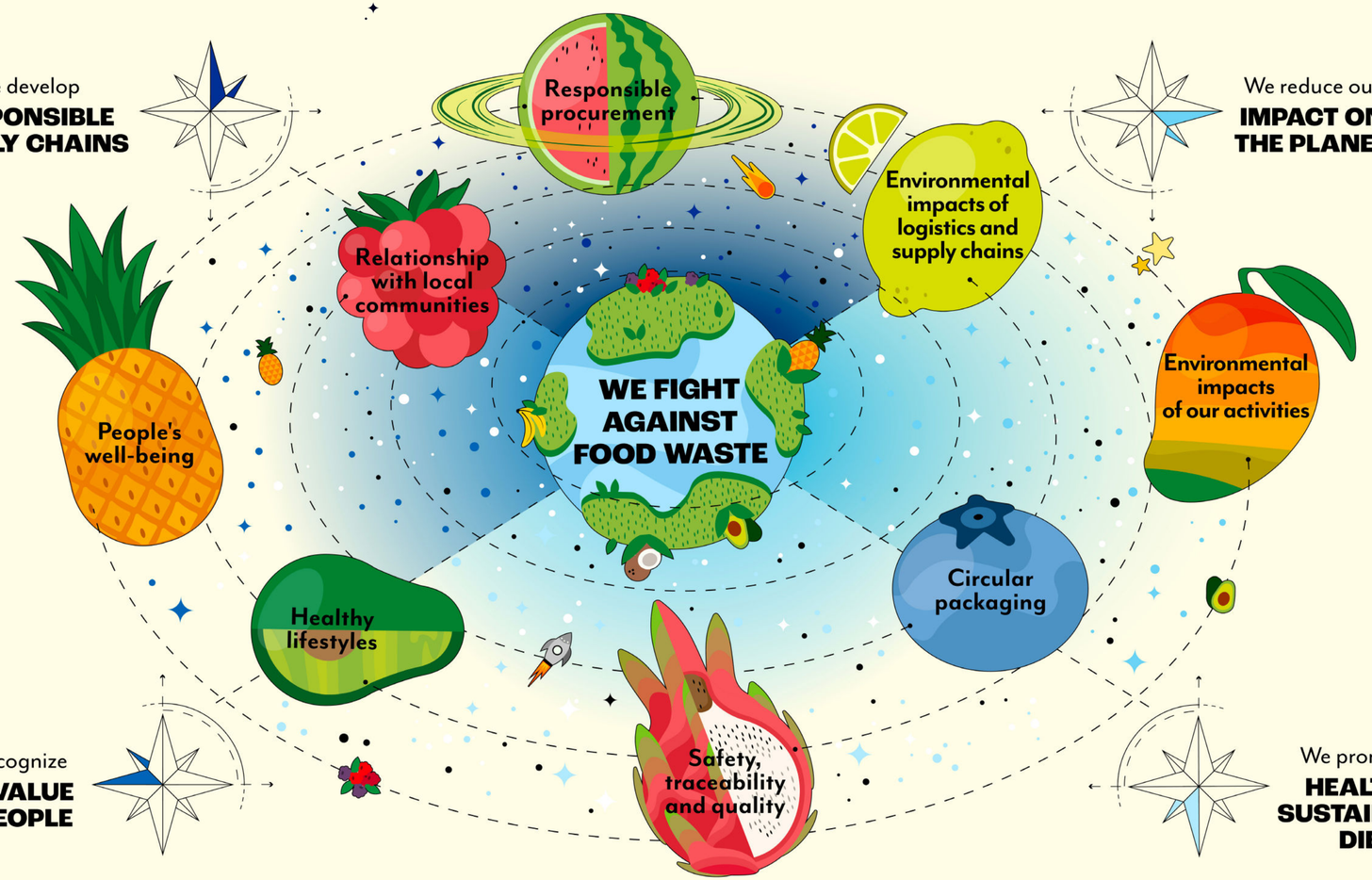
Every choice we make impacts the balance of the system in which we operate, where economic, social, and environmental impacts are deeply interconnected. Throughout this journey, we actively involve all our stakeholders, as each of them influences and is influenced by our choices.

Our strategy is based on two essential pillars: **ethical business conduct** and **value creation in the medium-long term.** These principles serve as our compass and steer our actions, ensuring the Group's stability and continuity.

The fight against food waste is the heart of our strategy, structured around **four strategic macro-areas.** These are the cardinal points that shape our **actions, ambitions, and goals.**

We develop
RESPONSIBLE SUPPLY CHAINS

We reduce our
IMPACT ON THE PLANET



We recognize
THE VALUE OF PEOPLE

We promote a
HEALTHY, SUSTAINABLE DIET

VALUE CREATION
in the medium-long term

ETHICAL BUSINESS CONDUCT

1

Our strategic areas

We have always been on a quest to find high-quality fruit and vegetables. Our supply chain is the main orbit of our system: keeping it stable is essential and, for this reason, a **responsible approach** must be constant throughout the entire supply chain. For us, this means:

- maintaining trusted relationships based on shared values with all our suppliers;
- respecting the fundamental rights of every person along our value chain;
- protecting the environment by paying attention to the responsible use of natural resources, promoting good agricultural practices, and reducing food loss and waste along the supply chain;
- building partnerships dedicated to supporting local communities.

OUR **GOALS** | **1 - 2**

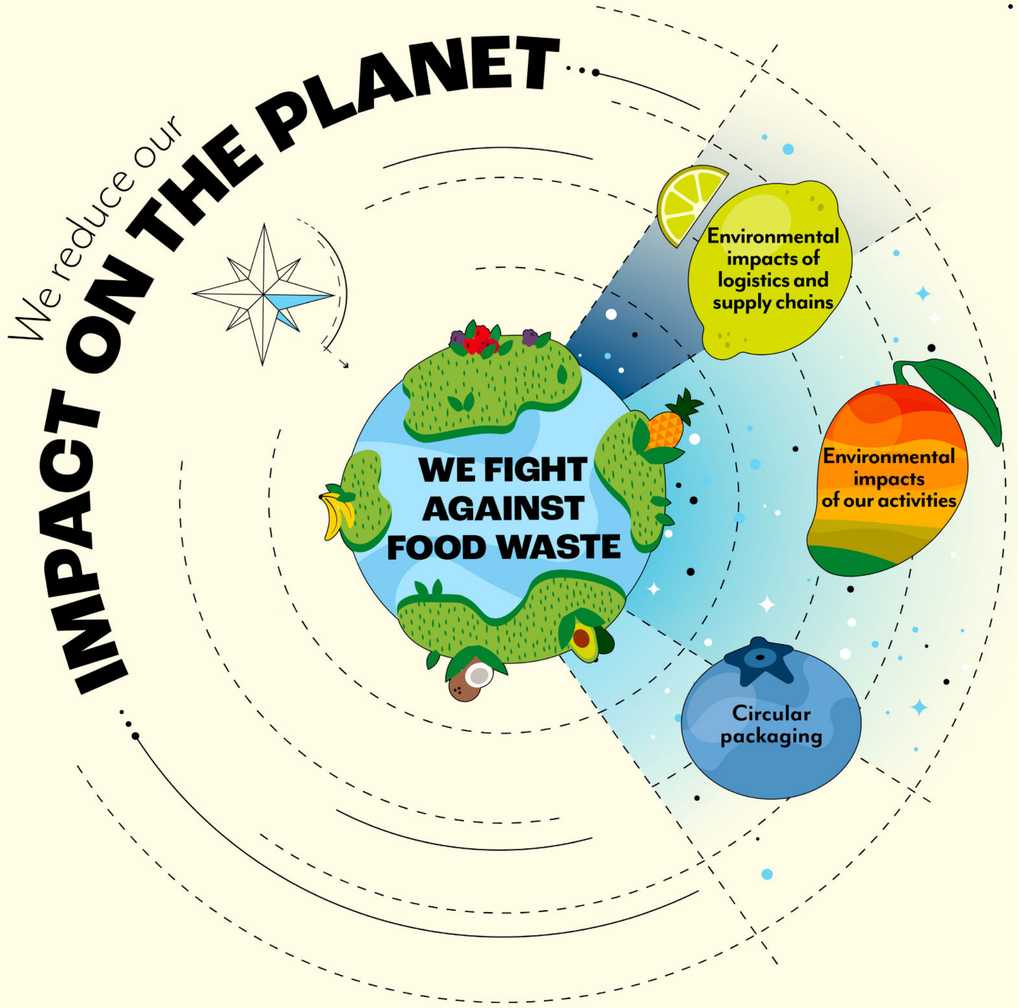
OUR **AMBITION** | **1**

We believe that **caring for the environment is a form of responsibility** towards present and future generations. That is why we are committed to:

- paying attention to the impacts related to logistics and supply chain activities;
- supporting the evolution of packaging in a circularity perspective;
- focusing on innovations and the life cycle of materials;
- reducing the environmental impacts of our sites in terms of energy, water, waste, and monitoring the impact of our ships, complying to the highest regulatory standards and best practices;
- preventing waste and promoting the recovery of food scraps.

OUR **GOALS** | **3 - 4**

OUR **AMBITION** | **2**



We believe in the need to build an increasingly healthy and sustainable food system. By their very nature, fruit and vegetables allow us to combine care for human health with attention to the environment, as they are among the foods with the **lowest environmental impact.** Aware of this starting point, we aim to:

- ensure high and rigorous standards of traceability, quality and food safety;
- promote awareness of the nutritional benefits of fresh produce and its importance in a healthy diet;
- encourage proper end of life of packaging to promote the circularity of materials;
- raise awareness about food waste, to promote the preservation and correct use of food scraps.

OUR **GOALS** | **7**

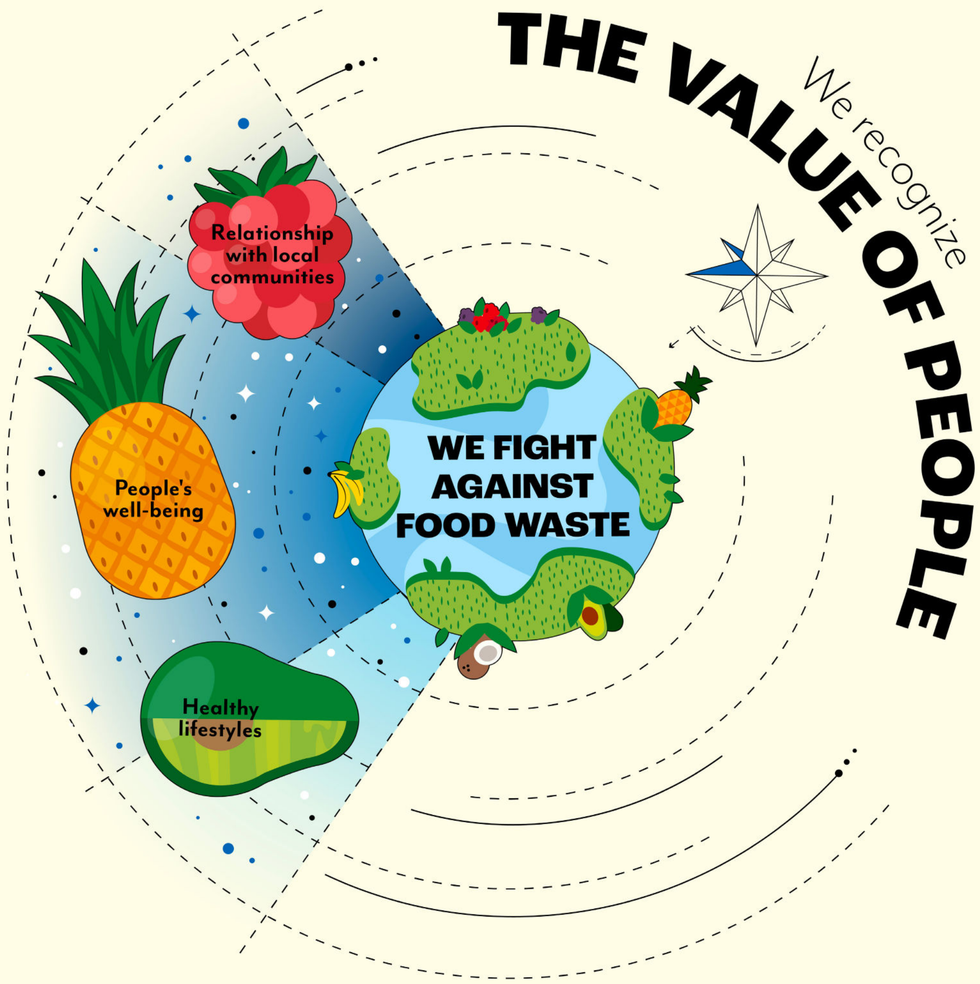
OUR **AMBITION** | **4**

People are the true energy of our universe: employees, suppliers, customers, and consumers make every step of our journey possible. **We are committed to recognizing the value of every person**, in all contexts, and this attention translates into a commitment to:

- build relationships based on respect for mutual diversity;
- create workplaces that focus on well-being and health and safety;
- respect both the local communities in which we operate directly and the communities we encounter along our supply chain;
- promote healthy lifestyles and raise awareness about food waste, both inside and outside our Group.

OUR **GOALS** | **8 - 9 - 10**

OUR **AMBITION** | **5**



Fighting food waste means preventing the loss of value and resources, **generating positive environmental, social, and economic impacts**. There is a whole universe of real-world initiatives revolving around the fight against food waste:

- prevent excesses through planning and monitoring flows;
- add value to unsold products through recovery, transformation, and donation;
- collaborate with partners and communities to promote food reuse;
- promote conscious behavior along the entire chain, from farm to consumer.

OUR **GOALS** | **5 - 6**

OUR **AMBITION** | **3**

2

Our strategic sustainability plan

Our strategic sustainability plan

To put our strategy into action, we have defined:

10 goals with measurable, results-oriented targets and specific deadlines, some of which are linked to the Group's Performance Shares Plan (LTI Plan)

5 ambitions, i.e., medium- to long-term strategic commitments

1 communication project for our internal and external stakeholders, focused on the content of the strategy

Each element of our Plan is aimed at creating value: we believe in continuous improvement and are committed to reducing our social and environmental impacts, in line with the Sustainable Development Goals set by the United Nations.

We aim to report annually, clearly and transparently, on our progress with respect to all the goals and ambitions.

10 goals

1. **100% of strategic suppliers** complying with the **Group's sustainability requirements** by 2031
2. Each year, develop at least one **project to support local communities along strategic supply chains**, in co-design with selected suppliers
3. **90% of the packaging** used for the **Group's brands to be made of circular materials** (recycled, recyclable, compostable or reusable) by 2028
4. Launching a project each year aimed at **protecting biodiversity** along the **Group's strategic supply chains**
5. **100% of the Group's warehouses** involved in **initiatives to fight food waste** by 2028
6. Achieve a **balance between recovery and disposal**, salvaging 50% of fruit and vegetables that cannot be sold through retail distribution channels, by 2031
7. Maintain **food safety certification in 100% of the Group's warehouses**, and certify any new sites within 2 years of their opening
8. **100% of Group companies participating** in the **O-Care initiative** to promote the psychological, physical, economic, and social well-being of employees by 2031
9. Maintain **100% of employees trained in sustainability topics**
10. **100% of employees** involved in the **Group's Listening Program** by 2028

5 ambitions

		SDGs
1	Specific supply chain commitments for key products, through which we aim to strengthen collaboration with strategic suppliers, clarify our sustainability ambitions, and create shared value throughout the supply chain.	
2	Promote the decarbonization of the value chain by strengthening the data collection system for packaging and transport supply chain and, over the next three years, conducting a pilot test to assess the emissions impact of using refrigerant gases with a lower GWP.	
3	Promote clear and consistent communication by disseminating simple and accessible information on the proper storage of products.	
4	Counter false myths about fruit and vegetable consumption by promoting accurate information on the safety, quality and sustainability of fresh produce.	
5	Promote the Group's values, turning them into a compass for everyday decisions and actions.	

1
communication project

Learn more about our sustainability commitments

www.orserogroup.it

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