

Impact Report 2021



TeaPak s.r.l. SB • Imola

Drawn up pursuant to Art. 1 para 382 Law 208/2015
Fiscal Year from 01/01/2021 to 12/31/2021



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Letter of the Founder and Managing Director



Andrea Costa
Managing Director TeaPak s.r.l. SB

We are thrilled and honored to introduce our first Impact Report.

Going over, in a single document, **the result of many years of work** and growth through the passionate eyes of all of our daily collaborators, has convinced me once again that if a company is careless about spreading and sharing well-being, this will lead to a mere formal combination of turnover objectives, cost reduction and simple financial results. **This cannot be the case, and we have chosen to do otherwise!**

We know that growing up and looking to the future is important, and it is essential to grow well **in order to leave a better world to our young people, our hopes. We strive every day** in the reality that we have chosen to create for ourselves, as a better world is only possible if **"growth"** is accompanied by a **"happy"** model. We know that we must focus above all on growth oriented towards human development and this is the model that satisfies us and has

accompanied us for many years, and that we are sure can function wherever there is the will.

For this reason, we are happy to share our journey with all of you today, also indicating the path which, on a responsible and constant basis, we intend to pursue.

Starting from the essential assumption that a **company is naturally made up of People, with People, for People.** Forgetting this fundamental aspect means forgetting both the means and the purpose of the numerous activities that accompany our hectic days, our life and the path we have chosen to undertake together to protect ourselves, those who are close to us and those who will come after us.

Unfortunately, the loss of sense and meaning that leads to the lack of nourishment of the soul has affected a large part of our communities for a long time, producing a dramatic recession, moral even before economic.

A global change of course that safeguards our

Planet and reduces the strong economic and social inequalities further accentuated by the pandemic, **was not only a necessary choice but one which we encourage, and must be the natural and authentic evolution of the trust we place in ourselves and in the young generations who are growing with us.**

However, it is necessary to demonstrate, with facts, that we can overcome that point of inertia, fatalism, cynicism and resignation that too often is just a convenient excuse to delegate to others what we can do ourselves. In order to nourish our soul, we therefore asked ourselves a simple question:

Is it possible for companies to start a moral rebirth based especially on the attention to the well-being of those who are near to us?

The response was collective and immediate: **Yes, there is only joy in creating well-being, therefore also as far as companies are concerned, that feeling of certainty in the future, at the basis of the history of humanity, can and must be shared.**

The spontaneity of the answer has also highlighted the awareness that the many actions already in place, together with those to be done, will not be seen as a sacrifice, but will be the consequence of the commitment, natural and coherent, and of the decision which together we have taken. If you pursue an objective which you strongly believe in, you do not feel the weight of the sacrifices. Also because **we know that this will allow us to (re) discover the truer meaning of our life and that, once again, we will receive much more than we have given and will give.**

With this in mind, this document proposes, first of all, to retrace **what we have built over the years in terms of shared value, putting People at the center of the company, giving them trust and involving them in the decisions which we take together every day as well as indicating the course for the future that we are ethically designing for ourselves.**

We have been present in the Imola area for over thirty years as producers of high quality organic and herbal teas under the Yogi Tea brand. **Ours is a product created to give a moment of peace, which warms, comforts and**

pampers. A profound attention to promoting well-being in all its innumerable forms is therefore built right into our DNA.

We know that in everyday life **integrity, respect, inclusion and sustainability** are often **demanding challenges.** But **we have always wanted to guarantee, to all the People who contribute with passion to the creation of our products, in addition to adequate financial support, also protection, attention to their needs, development opportunities, enhancement and opportunities for fun** because we know that:

It is the People who make the difference, always!

Also, for this reason, our company growth has always translated into continuous and far-sighted investment plans, **aimed at developing the human and professional potential of those who work with us and those around us.**

We are 120 employees of 11 nationalities and 6 different religious faiths: when so many people so different from each other live under the same roof made of equality and hospitality, they can begin to think of being united by a common destiny, having the certainty of using their own time at best.

Encouraging and promoting such a stringent and deep involvement means **taking the necessary time to do so.** We know that time is a gift, perhaps the most beautiful one of all, and therefore we want it to be used well. **In our experience, listening – real listening - creates understanding. Understanding creates sharing.**

Strengthened by what we have achieved internally, we have also turned our attention to the outside by intensifying the connection with the local community for the implementation of solidarity projects, reinforcing collaboration with local businesses and institutions to enhance social and cultural development in an increasingly sustainable way. **We simply try to involve in order to export the model we have embraced, in the hope that it will not**

remain as an end in itself.

In June 2020, in full pandemic, we gave life to a dream by realizing our new production plant.

The new headquarters is spread over over 24,000 square meters and is colorful and very bright. Colorful like the products we proudly pack, bright like the beautiful dreams we continue to aim for. **Working in this environment completes us, and charges us with positive energy.**

The plant was designed and built to meet the highest standards in terms of energy saving and use of renewable sources, with the collaboration of local suppliers only, almost 0 km, as evidence of our commitment to the valorization of the resources of our territory. A production reality which every day, being technologically advanced, allows us to **respect both the environment that surrounds us and the people who make it alive.**

A further recognition that made us extremely proud, underlining our commitment towards People, was the victory, both in 2020 and in 2021, of the prestigious "Welfare Champion" award (www.welfareindexpmi.it), the highest

rating in the context of the national PMI Welfare Index Certification organized by Generali Italia.

In 2020, TeaPak received the special mention "Resilience to COVID" and in 2021 the special mention "Health", for the attention paid to the psycho-physical well-being of its employees. For over two years our top priority has been the protection of the most important asset we have, ourselves, but we cannot stop here because the pandemic has unfortunately left behind consequences which are not immediately visible and which must be reset and canceled as soon as possible. **Only then could we say that we have come out of it, together and better.**

In 2021 we took a further step to formalize, also before all the stakeholders, our commitment to sustainable development and to the creation of not only economic, but also social and environmental value: **we voluntarily embarked on the B-Corp certification process,** including the amendment of our articles of association

and the consequent **transformation into a Benefit Company. Two simple letters next to TeaPak srl "SB" (Società Benefit), which mean a lot.**

There is no doubt that the progressive loss of hope in the future is creating in our society a sense of refuge in an eternal present to remove the anguish of an uncertain, gloomy future and scarce opportunities. But the world, as we see it, cannot afford *a today without a tomorrow. If tomorrow does not instill hope, it does not retroact as motivation in the present.*

We must therefore continue to cultivate the hope that what we sow today will soon flourish, every day and for a long time; for this reason, **we resiliently design a world that can be a home to welcome all of us. And we believe it!**

We are certain that if a company undertakes to improve the conditions of the community in which it operates, a dividend of emotional and collective wealth is generated, with which every material asset takes on the value it deserves.

An ancient Native American proverb says that **the Earth is not an inheritance received from our Fathers, but a loan to be given back to our children.** With this spirit, we are therefore proud to report, for the first time in a formal way, all our commitment to sustainable development, which safeguards people, our planet and offers everyone a hope of a prosperous life, full of opportunities, where fundamental rights are guaranteed to all and words such as empathy, listening and respect, the basis of every human relationship.

No sacrifice on the horizon, only the mindful consistency of a commitment made towards a better future.



TeaPak Story



TeaPak s.r.l. SB • Imola

Our growth



Teabags



People



TeaPak s.r.l. SB • Imola

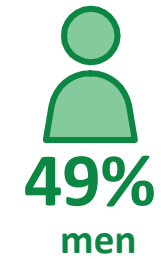


Highlights

TeaPak was born in 1991 in Imola and has always been involved in the packaging of tea and herbal teas. Since 1999 it has formed a solid and profitable partnership with the Yogi Tea group, blending and packaging the Group's organic herbal teas for the entire European market. TeaPak works with the highest quality standards, applied to all business processes and uses the best and most advanced technologies for blending and automatic packaging in the food sector. The company is still following a beautiful and challenging growth path, always guided by the belief that the most precious asset is People.



(data at December 31, 2021)



(data at December 31, 2021)

OUR VISION

Uplift Humanity By
Serving Body, Mind
And Spirit While
Healing Our Planet.



OUR MISSION

We live with passion,
we believe that
motivation is our
greatest power and
we rely on our
dedication to make
the difference in the
world.

We facilitate
intellectual curiosity,
knowing how
important it is to be
mentally open and
never stop learning
to maintain a global
approach.

We have deep faith in
People, to grow
together, day after
day, more authentic,
collaborative and
respectful of
diversity.

We keep our promises,
and seek consistency,
honesty and ethics by
making ourselves
available to others as
we know that together
we can go further.

We believe in the
importance of
continuous
improvement and
promote the culture of
change, creativity and
courage because the
World cannot help but
change and evolve.

We seek harmony
between mind, body
and spirit, pursuing
well-being in all its
forms.

We actively participate
in solidarity actions and
promote the principles
of equity and social
justice that are the
basis of our philosophy
**"Doing good is good
and makes you feel
good"**.

We take care of our
planet, making
attentive choices and
striving every day to
make the world a
better place.

OUR VALUES

Promotion of
well-being

Passion and
involvement

Continuous
innovation and
improvement

Trust and respect

Intellectual curiosity,
open-mindedness and
predisposition
to change

Integrity, honesty
and transparency





Promotion of well-being

The company promotes well-being in all its forms and meanings: well-being of the well-being of the body, well-being of the mind, well-being understood as "feeling good with Others" and also "Doing good for Others". In fact, the company considers the psycho-physical health of its workers as fundamental, but relations and sociability are equally important, likewise the contribution to increase the well-being of the local community, starting from the awareness that, with respect to the future, there cannot be any well-being if we do not take any action together to safeguard our planet and to guarantee equal opportunities for everyone for a dignified life and for personal self-fulfillment.



Passion and involvement

The company believes it is essential to create an atmosphere of direct involvement in the company life of its employees and promotes a bottom-up approach, so that people have an active role in continuous improvement processes. All this occurs through the valorization of the individual and his talents, making people cultivate and nourish passion for their work every day and spread the practice of "taking care" of any activity, from the simplest to the most complex. The only way to really make a difference is to work with passion!



Continuous innovation and improvement

The company sets itself the goal of always working, and in any company department, according to the highest quality standards, encouraging the active participation of employees, together with proactivity and creativity, so that the optimal conditions are created to welcome innovation and change processes, with the common goal of improving the company performance every day. Indeed, one of the main objectives of TeaPak is to provide the final consumer with a product that meets the highest quality standards, while at the same time protecting the planet's resources. TeaPak produces and packages only organic products, in compliance with the mandatory community legislation. All Yogi Tea products have been awarded the European Organic Logo, testifying the strict compliance with the rules established at a European level on organic production.



Trust and respect

TeaPak has always cared about respecting and protecting the dignity of workers in adherence to and in compliance with international conventions and national and community laws on work protection. In fact, TeaPak bases its business on respect for the individual in all its forms, promotes inclusion and considers diversity as a value. Everyone must be guaranteed freedom of expression of their ideas and beliefs in compliance with current legislation, respecting the rights and dignity of others and orderly coexistence within their respective roles. The Company undertakes not to discriminate workers for reasons related to race, color, faith, origins, gender, age, citizenship, religion, regional origins, disability, marital status, or any another feature that is protected by law. The company selects the staff and establishes the conditions of employment objectively and in

accordance with with applicable national and international legislation.

The Company remains neutral with respect to the various political and religious orientations or to any other ideology and does not impose adherence to any movement or orientation and also protects and guarantees the freedom of workers to join trade union organizations. Likewise, workers undertake not to attribute their ideological or political convictions to the Company.

The criteria of correctness, collaboration and loyalty must distinguish not only the relationship between the recipients themselves, but also the relationships with third parties. Only based on respect can a climate of mutual trust be created that leads to a peaceful and collaborative work environment, avoiding conflicts and any type of discrimination, violence or in any case any inappropriate personal behavior capable of negatively influencing the work activity.



Intellectual curiosity, open-mindedness and readiness for change

The Company strongly believes in skills and know-how, promotes and offers professional development paths with a view to Life Long Learning, both for technical-professional skills and for transversal and managerial skills. It promotes an active confrontation amongst its employees, proactivity, intellectual curiosity and culture.

It sees differences as a great Resource, and considers open-mindedness and the comparison between different points of view as indispensable prerequisites for welcoming change processes and setting up development and evolution processes, essential to remain competitive within the increasingly more complex market dynamics.



Integrity honesty and transparency

TeaPak bases its business on principles of ethics, honesty and transparency. It undertakes, as far as its employees are concerned, to respect both the legal and psychological contracts; it also undertakes, in carrying out its business activities, to meticulously respect the current legislation in the legal, juridical and economic sphere, strongly rejecting any form of illegality and making the utmost effort, as far as it is concerned, to implement the initiatives aimed at fighting crime.

No behavior contrary to the law put in place by any of the recipients, even if abstractly motivated by the pursuit of Teapak's interest, can be considered justified. Therefore, if such behavior is encountered, it will result in the adoption of the consequent disciplinary measures by the Company.

All workers are required to carry out their duties according to all the principles listed in this document and to follow codes of ethics and professional conduct if the role covered provides for such.

The Company undertakes to comply with the regulatory provisions regarding the confidentiality of information and the protection of personal data, ensuring that the related processing complies with the provisions of the applicable legislation (currently EU Reg. 679/2016 and Legislative Decree no. 101/2018). The recipients undertake to behave so as not to damage, discredit or otherwise compromise the image of the Company.

TeaPak is a BENEFIT COMPANY

On July 9, 2021, TeaPak formalized its commitment in terms of Corporate Social Responsibility, transforming itself into a Benefit Company.

Benefit Companies are a new legal form of business, introduced into Italy with the Law no. 208 of December 28, 2015, (paragraphs 376-383 and annexes 4 - 5) and entered into force on January 1st 2016, guaranteeing a solid basis for aligning the mission and creating shared value in the long term.

The choice to become a Benefit Company is completely voluntary, and formalizes before all the stakeholders the company's commitment to go beyond the logics only of business, and rather welcome a business management oriented to the creation of shared value in terms of both social and environmental sustainability, as well as in terms of economic prosperity for the benefit of all.

TeaPak decided to become a Benefit Company, thus emphasizing a social and environmental commitment that has always been active in the company, putting corporate social responsibility at the center of the business



logics, declaring to pursue goals of common benefit and undertaking to operate in an **ETHICAL, RESPONSIBLE and SUSTAINABLE way, RESPECTING its employees, the environment, its clients and suppliers and in support of the local community.**

Starting from **July 9, 2021**, TeaPak has been **transformed into a Benefit Company**, inserting under Art. 5 of its Articles of Association, the purposes of common benefit that the Company intends to pursue in the exercise of its business economic activity:

“In the exercise of its economic activity, the company pursues purposes of common benefit, undertaking to operate in an ethical, responsible and sustainable way, respecting its employees, the environment, its clients and suppliers, and in support of the local community and other stakeholders.”

In pursuing the identified objectives, TeaPak has appointed an **Impact Manager** who will undertake to report, in a transparent and complete manner, the activities carried out by the company with a view to balancing the interest of the shareholders and the interest of the community. On September 7, 2021 Andrea Costa was appointed to fill this role.

This document represents the way in which TeaPak makes its commitment transparent in implementing a development that is increasingly sustainable, evaluating and reporting not only its economic impact, but also social and environmental.

Impact assessment: the B-Corp certification and the B-Impact Assessment standard

To comply with legal obligations and report the impact generated by the company, for the year 2021 TeaPak has decided to use the third-party standard **B Impact Assessment**.

This standard, developed by the NON-profit body B-Lab, consists of a complex questionnaire, with over 100 questions, which investigates the Company's business model with respect to the ability to positively intervene with reference to the main environmental and social challenges, as well as to measure the impact of the product and service offered by the company allowing, at the same time, to understand how to improve one's business model, so that it is consistent with the desire to create a positive impact for the community.

The B Impact Assessment standard is part of the international B-Corp certification: the **B Corp certification** identifies companies which, in addition to having profit objectives, meet the highest standards of social and environmental performance, transparency and accountability. It is currently widespread in 153 sectors and 74 countries. Out of more than 140,000 companies that have started the certification process, only about 3% have actually achieved the certification.

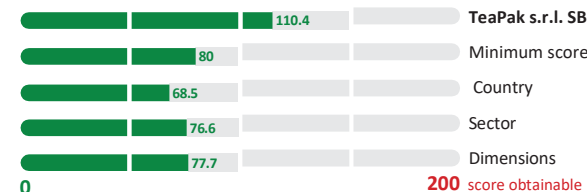
The company can access the certification process only if it scores a minimum score of 80 points out of 200 potential ones. Once this minimum access score has been exceeded, the third-party B-Lab starts the review process by the auditors.

At the time of drafting this Report, the audit by the certification body B Lab is underway. Below is a summary of the impact generated considering 5 areas: Governance, Workers, Community, Environment and Clients/Suppliers.

Currently the score obtained by TeaPak is **110.4 points**.

Overall score: B Impact Score TeaPak S.r.l. SB

Fiscal year end data
December 31st, 2020



Specific sustainability objectives



Governance: The company undertakes to act in an ethical and transparent manner towards all stakeholders, promoting an attentive and sustainable way of conducting business, involving all levels and business areas in a virtuous and continuous improvement process, aimed at creating shared value.

Community: The company undertakes to support the local community in the path of evolution towards sustainability practices that guarantee respect of the fundamental rights for all citizens, activating projects and participating in solidarity but also cultural activities, promoting inclusion and equal opportunities, actively supporting the protection of the environment and the development of sustainable and safe cities, through partnerships, networks and discussion tables with public and private bodies, associations, Universities and other companies of the territory.



Workers: TeaPak has always believed that the real heart of the company is represented by the People and undertakes to protect the workers by guaranteeing their fundamental rights, creating a collaborative and inclusive work environment, promoting the valorization and self-realization of people through training and development paths. , acknowledging their talents, building an increasingly healthy and safe work environment every day, educating to a wide and extended concept of well-being, supporting both the workers and families through the implementation of extended welfare practices, including both tangible and less tangible aspects, by continuously applying models of active participation of the workers themselves.



Suppliers: The company undertakes to involve suppliers in development paths towards sustainability, through the sharing of projects and good practices, as well as to include variables directly connected with the fundamental axes of sustainability in the evaluation of suppliers (respect for workers' rights, green practices, respect and involvement of minorities, possession of ethical and environmental certifications, etc.), choosing, when possible, the most virtuous ones in this sense.



Environment: The company undertakes to apply to all production and non-production processes, policies and procedures that minimize the environmental impact, which promote good recycling and energy saving practices, mainly selecting materials from sustainable supply chains and at the same time spreading the green culture through workshops and projects both internally and in collaboration with the local community.

Governance



The company undertakes to act in an ethical and transparent manner towards all stakeholders, promoting an attentive and sustainable way of conducting business activities, involving all levels and business areas in a virtuous process of continuous improvement, aimed at creating shared value.

Activity	Status of Activity 2021	Indicators
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Benefit Company

During 2021, the company decided to formalize its commitment to all stakeholders by transforming itself into a Benefit Company. This process led to the consequent amendment of the Articles of Association to ensure that the Company's work is always conducted in a responsible, sustainable and transparent manner towards people, communities, territory and environment, in this way achieving a common benefit.

- ✓ The company proceeded to amend the Articles of Association on July 9, 2021.
- ✓ The company will publish within March 2022 the first impact report, which, in line with the principles of transparency, will be published on the corporate website.

Adoption of Model Legislative Decree 231

In line with the principles of ethics and transparency promoted by TeaPak, the company carries out a full or partial review of Legislative Decree 231, aligning itself every year with the requirements of the law itself.

As of December 31, 2021, no reports have been received by the Supervisory Body through Whistleblowing mechanisms.

Vision, Mission and Values

The company has carried out an in-depth review of the Corporate Values, Mission and Code of Ethics, in order to fully integrate and give a central position to Sustainability and Corporate Social Responsibility. In order to spread the values of sustainability and CSR at all company levels, in addition to sharing updated internal documents, TeaPak has implemented a communication plan throughout the year to publicize and raise awareness amongst employees on the issues of sustainability, inclusion and equal opportunities.

As of December 31, 2021, 7 internal workshops (3 of which global) were organized on the issues of inclusion, equal opportunities and sustainability and for the sharing of new corporate documents relating to the Code of Ethics, Mission and Corporate Values revised with a view to sustainability and Corporate Social Responsibility. 100% of the employees participated in at least 1 of these workshops and meetings, also including the Company Meeting.

Sustainability Team and Green Team

The company has set up an international working group called the Global Sustainability Team and a specific TeaPak Green Team, with the aim of discussing in depth the issues of sustainability and environmental impact. The internal Green Team, in addition to taking care of the evaluation of green reports, is involved in the presentation, organization and promotion of corporate green/ sustainability events. The Directors are an active part of these working group.

During the year 2021, meetings were held with the Global Sustainability Team on a bi-weekly basis. The main implementations concern:

- ✓ Conversion of packaging materials into more sustainable alternatives
- ✓ Conducting the analysis for the Carbon Footprint
- ✓ Organization of moments of sustainability-themed training (3 carried out during the year 2021)

In the year 2021, meetings were held with the Imola Green Team on a quarterly basis. The main implementations concern:

- ✓ Celebration of Earth Day, with promotions of activities paid by employees and the company (adoption of 82 trees through Treedom.com, financial donation to WWF equal to € 600, purchase of ecological material kits for personal and home hygiene)
- ✓ Creation of the corporate forest consisting of 200 trees adopted through Treedom.com on the occasion of the opening event of the new plant
- ✓ Dissemination of notions related to environmental sustainability through the project "Did you know that ..." - n°. 6 practical information sheets shared amongst employees
- ✓ Creation of the Green Point, an information totem permanently installed in the company
- ✓ Promotion of the workshop "Vivere Green" ("Live Green")
- ✓ Definition of the KPIs related to environmental sustainability.

In 2021, 46 reports were received regarding green improvements that could be implemented by the company. Of these, 23 were immediately accepted and the corresponding action implemented in a short time; 15 did not find immediate direct response because already in place or for reasons related to the processes, and 8 were taken on for projects to be activated in the future.



Employee Collaboration Team

The company has set up an internal working group called the Employee Collaboration Team made up of employees who do not occupy managerial roles, in order to give space to their ideas, their suggestions and their points of view, on transversal corporate issues including well-being, inclusion, improvement of work processes, internal procedures, and also of course, sustainability.

In the year 2021, 4 meetings were held with the Employee Collaboration Team on a quarterly basis. The main implementations concern the promotion of activities related to inclusion in a multicultural and inter-religious perspective including:

- ✓ Possibility for employees to express a themed blessing with their religion at the opening ceremony of the new plant
- ✓ Organization of activities that favor knowledge amongst employees in order to increase the sense of inclusion of ethnic minorities
- ✓ Collection of ideas and suggestions about possible activities to be implemented in 2022 within the health project.

Doing Good Ambassador

The company has always been very sensitive to issues of solidarity and mutual aid. For this purpose, in 2021 figures called "Doing Good Ambassadors" were established, internal figures who voluntarily offer to promote solidarity events as well as to collect and propose ideas for projects or associations with which to collaborate.

In the year 2021, 3 meetings were held with the Doing Good Ambassadors on a quarterly basis. The main focus of the meetings was the evaluation of solidarity projects in the area and the definition of the structure for the corporate Doing Good to be implemented in 2022. In collaboration with the Doing Good Ambassadors, 4 projects were designed/ launched:

- ✓ Donation to nursery schools of the territory of production waste materials, which were then used for art workshops
- ✓ Christmas boxes to be donated on occasion of Christmas
- ✓ "Listening room" project in collaboration with the Local Police Force
- ✓ Redefinition of the management process of all Doing Good activities for the year 2022, also in relation to strategic priorities defined by the materiality matrix.

Materiality Matrix

The company management met to determine the strategic priorities and the sustainability pillars, in relation to the main stakeholders and their priorities, thus defining the materiality matrix.

For the years 2021 and 2022, the company has identified 5 material and strategic issues related to: **Integrity and Transparency, Health and Well-being, Commitment to Stakeholders, Welfare, Remuneration Policies.**

Community

The company undertakes to support the local community in the evolution process towards sustainability practices that guarantee respect for fundamental rights of all citizens, activating projects and participating in solidarity, but also cultural activities, promoting inclusion and equal opportunities, actively supporting the protection of the environment and the development of sustainable and safe cities, through partnerships, networks and discussion tables with public and private bodies, associations, universities and other companies in the area.

Solidarity Activities



Activity

Status of Activity 2021

Indicators

The company has always been active in the area promoting and participating in activities and solidarity projects of various types, collaborating with and supporting associations and organizations for this beneficial purpose. TeaPak employees are particularly sensitive to supportive issues, and donate a significant part of their time outside working hours to charitable and voluntary activities. Starting from 2021, solidarity activities are collected and documented and attached to the Corporate Sustainability Best Practices, document visible to all on the website and where it is emphasized how the various solidarity activities can be placed within the global macro-objectives of the UN 2030 agenda. In 2021 the solidarity activities implemented by the company can be grouped into 9 main types:

- ✓ Economic donations for project
- ✓ Solidarity Purchases
- ✓ Donations of various materials: production waste, herbal teas, disused house materials but in good condition, extra and/or new food
- ✓ Volunteering: donation of time
- ✓ Internship in a company for socially vulnerable individuals
- ✓ Jobs for third parties
- ✓ Promotion of Solidarity Events in the company in the territory
- ✓ Adoption of fruit and non-fruit trees in our territory and in various parts of the world, within a sustainable supply chain which directly supports the producer and his community
- ✓ Collaboration with companies of the territory that engage kids with physical and/or mental disabilities.

18 N. of solidarity activities carried out in 2021

80% N. of employees involved in the solidarity activities

€ donated in the last year to Associations, Entities, Nonprofits, etc.:

€21.806 Teapak

€5.787 Employees

Value in € of a few donations of material:

€2.750 Value of meals donated to "La Piccola Betlemme"

€36.835 Approximately, market value of all the herbal teas donated to Banco Alimentare E.R.

€220 Value of herbal teas donated to Komen

€60 Donation of herbal teas to Frati d'Assisi

25 N. of Associations involved in the enterprises

1.190kg approximately, of material donated with solidarity collections

223.000 approximately, total products Yogi Tea/Teapak donated

2 N. of stages for socially vulnerable individuals

Activity

Status of Activity 2021

Indicators

Workshop and events

The company actively participates in round tables, workshops and events organized by public/private bodies and/or other companies in the area, to discuss good practices, improvement projects, support actions for workers and citizens as a whole, in terms of improving health and safety, traffic and mobility, sustainable construction, and addressing the issues of the culture of sustainability, ecological transition and sustainable cities.

In 2021, TeaPak took part in 4 initiatives of this kind. In detail:

- ✓ Round table 81 health and safety
- ✓ Imola Living Lab Workshop (<https://www.comune.imola.bo.it/notizie/2011cimola-living-lab2021-presentato-all'evento-internazionale-organizzato-da-nea-e-sapienza-universita-di-roma>)
- ✓ Sustainable mobility table Commune of Imola
- ✓ Women's CEO IRF Roundtable (<https://religiousfreedomandbusiness.org/2/post/2021/08/announcing-the-womens-ceo-irf-roundtable.html>) to use business know-how to combat religious and gender discrimination.

Partnership with public and private institutions and bodies

The company considers it essential to become active subjects of change and the generation of shared value, both locally and nationally, and is aware that to truly activate a profound change towards a more sustainable world it is important to act in partnership with public and private institutions and bodies, Universities and research institutions, other virtuous companies, and therefore participates with pleasure and interest in research and in-depth studies on these issues.

TeaPak took part in the following initiatives:

- ✓ University of Tuscia questionnaire on "Transnational Quality Education for Organic Food Safety (SAFE-ORGfood)"
- ✓ Interview provided for the research project "Enhancing the differences in the company: spreading Best Practices and promoting Networking among people who deal with DE&I in Italy", with MIDA consulting company and the University Cattolica del Sacro Cuore
- ✓ Interview for SIPL0 (Italian Society of Occupational and Organizational Psychologists) on smart-working.

Local suppliers

In order to promote the social and economic development of the area, the company undertakes to purchase local materials and products for company gadgets and gifts, whenever possible at km 0.

90% local suppliers

Internships and collaborations with High Schools and Universities

The company has started collaborations with the High Schools present in the area, as well as with the University of Bologna, to welcome young people in curricular or extra-curricular internships, promoting meetings between educational institutions and companies, and giving concrete tools to young people to facilitate their introduction into the world of work.

✓ Impresa Madrina (Tutor) Project: TeaPak has made itself available to collaborate with a local High School for the Impresa Madrina project, in which the company provides information on its work processes and organizational structure to students who will in turn develop a simulated business, including a visit to the company.

✓ Teapak has signed agreements with various faculties of the University of Bologna by welcoming two interns in its company in 2021.

✓ For several years now, we have been welcoming students to the company for a tour of the plant, coming from faculties interested in learning about the aspects of work organization, health and safety in the workplace and quality management.



Workers

TeaPak has always believed that the real heart of the company is the People and undertakes to protect the workers by guaranteeing their fundamental rights, creating a collaborative and inclusive work environment, promoting the valorization and self-realization of people through training and development paths, recognizing their talents, building every day an increasingly healthy and safe work environment, educating them to a broad and extended concept of well-being, supporting both the worker and families through the implementation of extended welfare practices that include both tangible aspects and less tangible ones, continuously applying models of active participation of the workers themselves.

Activity	Status of Activity 2021	Indicators
Active participation	<p>The company applies management dynamics with a bottom-up approach, considering the active participation of workers in company life as fundamental. In fact, it is the workers themselves who live the spaces, processes, relationships every day, and are therefore the first to be able to make a fundamental contribution in terms of continuous improvement of procedures, policy safety, work environment, etc. The company has therefore been using an internal reporting system for several years now relating to:</p> <ul style="list-style-type: none"> ✓ Green reports, ✓ Safety reports (Incident property Damage, Injury, No First Aid & First Aid & Recordable, Near Miss and potentially dangerous situation), ✓ Improvement reports, ✓ General complaint reports. <p>All reports are analyzed and evaluated by the respective reference teams, and/or by the Management, and a feedback is punctually given to the people who sent them.</p>	<ul style="list-style-type: none"> ✓ Total number of reports as of December 31, 2021: 304 ✓ Food safety: 2 reports, 100% implemented ✓ General complaints: 7 reports, 85% implemented ✓ Improvement: 170 reports, 60% implemented ✓ Safety - Incident Property Damage. Total reports 17, 100% implemented ✓ Safety - Injury No First Aid & First Aid & Recordable. Total reports 16, 100% implemented ✓ Safety - Near Miss. Total reports 13, 100% implemented ✓ Safety - Situation potentially dangerous. Total reports 45, 88% implemented.

Training

The company pays great attention to the valorization and development of personnel, and is aware that this valorization largely passes through training opportunities, technical or transversal courses, on-the-job training. TeaPak therefore offers the possibility of following these types of courses to workers of all areas and all levels, according to an annual training plan that is fed and monitored through data and KPIs. At the same time, the satisfaction of the courses is monitored to ensure continuous improvement. Total reports 45, 88% implemented.

- ✓ 3,408 hours (on-the-job, classroom, on-boarding, Total hours, welcome kit)
- ✓ Trainees: 100%
- ✓ Course average rating: 4.4 (min.1 - max. 5)

Activity	Status of Activity 2021	Indicators
Remuneration policies: severance pay	Workers have the possibility to request severance pay advances outside the regulatory and contractual obligations: the company, in order to support employees who are faced with significant expenses weighing on the family budget, is available to analyze and eventually accept requests for advances on severance pay that go beyond company obligations according to the following limits: up to € 10,000.00 per month for all employees, up to €50,000.00 euros per year for all employees.	Authorized 100% of the requests received.

Remuneration policies: salary integration

The company has decided to grant a % wage supplement on an hourly basis, equal to 5%, to all people contracted part-time at the request of the company itself, for technical and organizational reasons. This integration is recognized to those who have a part-time job on shifts and for the hours worked only during the day shift.

This decision arises from two factors, one more objective, the other linked to people's well-being:

- ✓ The objective factor is that the company wants, in a completely voluntary manner, to compensate for those who work part-time, the half hour paid but not worked under the CCNL (National Labor Collective Agreement) for people who work full-time.

- ✓ The factor linked to People, on the other hand, arises from the Management's awareness that carrying out a part-time job has a certain impact on the economy of a person, therefore the company, which in any case needs to have part-time workers for technical-organizational needs, wants to try in this way to financially support people who have reduced working hours.

Total hours paid with the increase in 2021: 3,216

Remuneration policies: Extraordinary

Since flexible hours are required for technical-organizational reasons, the company implements improvement policies to compensate for this flexibility in terms of remuneration.

The additional working hours are paid with the same increase as overtime hours, i.e. 45% and not 15% as the CCNL would indicate.

Remuneration policies: annual bonus

Over the years, the company has structured a system for assigning an annual bonus linked to the achievement of both individual and departmental objectives.

100% of employees access the bonus award system.

Activity	Status of Activity 2021	Indicators
Health and Safety	The company considers the protection of the health and safety of its workers to be of fundamental importance. This commitment is constantly pursued through the continuous improvement of working conditions and the dissemination of a corporate culture on the safety and well-being of employees.	<ul style="list-style-type: none"> ✓ REQUIRED training hours pursuant to the Consolidated Act, Legislative Decree 81/08: 657 ✓ ADDITIONALLY REQUIRED Safety training hours: 231 ✓ Approximately 26% of additional training hours were carried out compared to those required by law. ✓ Activities other than those required by law: Emergency plan exercise and evacuation test carried out on April, 1 2021.

Corporate welfare



TeaPak is aware that the real heart of the company is the People, it is they who can really make the difference, and it is they who, with their dedication and commitment, contribute to the achievement of company objectives, and determine the organizational atmosphere. In light of this awareness that has always accompanied company management policies, TeaPak wants to promote the health and well-being of People, as well as a harmonious and peaceful work environment. In order to achieve these objectives, it has developed and implemented over time an extended welfare system in favor of employees, which takes into account concrete aspects such as economic and financial support, but also intangible aspects such as attention and valorization of people, the promotion of a dynamic climate, the creation of a pleasant and safe work environment. All welfare actions are, from 2021, collected in a document attached to the company Sustainability Best Practices, a document visible to all on the company website and in which it is emphasized how the various welfare activities can be placed within the global macro-objectives of the UN 2030 Agenda.

20 welfare implemented actions, the main ones being:

- ✓ 1 day of vacation given, for rest and psychophysical recovery in the face of the excellent company results, achieved despite the difficult pandemic period, which has generated situations of stress and anxiety;
- ✓ Yoga class: Yoga day with all employees, colleagues from the German headquarters, and the Group's global representatives, in the magnificent location of Palazzo Re Enzo in Bologna;
- ✓ Participation in the company vaccination campaign, in order to speed up the vaccination times of employees;
- ✓ Osteopath: presence of an osteopath on the company premises;
- ✓ Activation of personal parcel delivery in the company;
- ✓ Smart-working: the company has activated the possibility of working in smart mode even outside the emergency period, through the implementation of individual agreements and the implementation of all cross-training and health and safety training, as well as providing necessary work equipment such as standard office chairs, PCs, etc...;
- ✓ 100% employees who have had access to welfare credit.

With great pride TeaPak for two consecutive years, 2020 and 2021, has won the prestigious national Welfare Index PMI (*) award, which formally recognized all the welfare actions implemented by the company, in favor of employees.

The company was awarded the highest Welfare Champion rating, with a special mention "Health" for 2021.

()The prize is assigned to "companies with a corporate welfare system characterized by a very significant level of initiative - both in terms of extension and intensity - high management skills and economic-organizational commitment, in addition to significant social impacts on the community both internally and externally with respect to the enterprise"*

Activity	Status of Activity 2021	Indicators
Organizational atmosphere	The company monitors the organizational atmosphere, as well as the perception of working life and the degree of employee involvement, through internal surveys and surveys such as the Global Engagement Survey and/or Quality Working Life.	Global Engagement Survey Results 2021: 4.27 (min. 1 – max. 5)

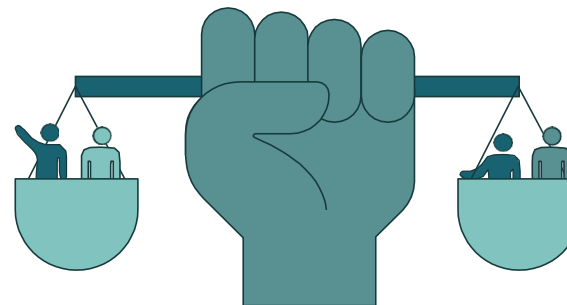
Team Building

The company organizes many team building activities to consolidate and enhance teamwork. In the last 2 years, the organization of these events has come to a halt due to the restrictions imposed by the arrival and continuation of the pandemic. TeaPak is looking forward to being able to rejoice again together with all its employees!

Equality and Inclusion

The company considers the issues of equal opportunities and inclusion to be predominant. For this reason, inclusion policies and projects are promoted, as a diversified workforce represents a great opportunity for growth and development for all.

- ✓ The male and female % in the company in 2021 reached 50 and 50
- ✓ The steering committee is made up of 5 Directors, including 2 women
- ✓ The top management is made up of 58% women and 42% men
- ✓ At December 31, 2021 the company population is composed of 11 different nationalities, 8 religions, 6 languages
- ✓ Among the different inclusion projects carried out in 2021 are:
 - Blessings during the G.O.: Possibility for the employees to express a blessing
 - All TeaPakies As One: creation of one common space for all employees in the external area where the flags of the employee nationalities have been installed
 - Red bench and rainbow bench/rainbow flag: installation for the purpose of promoting gender respect
 - The Diversity, Equity & Inclusion workshop: we have dedicated an internal workshop for the dissemination of inclusion concepts, diversity and equity, identifying the differences between the different concepts, and finding links with our behavior in the company.
 - Company Policy that permits the acceptance of certificates in the original language.



Communication channels

The company considers it essential to use effective communication channels towards all employees. For this reason, different channels are used in parallel such as: bulletin boards, monitors, broadcasts, website with part published and part reserved for employees, company meetings. In addition, workshops and meetings are organized in order to disseminate and share relevant issues with all employees.

- ✓ 2 main communication points in the company, Hall and reception, equipped with notice boards and monitors
- ✓ Active broadcast
- ✓ Active website, public area
- ✓ 1 Company Meeting, 1 meeting twice a week with Team Leaders and an extended biweekly meeting, at least 1 department meeting per year, 1 meeting per action plan /engagement for each department.



Suppliers

The company undertakes to involve suppliers in the development paths towards sustainability, through the sharing of projects and good practices, as well as to include in the evaluation of the suppliers variables directly connected with the fundamental axes of sustainability (respect for workers' rights, green practices, respect and involvement of minorities, possession of ethical and environmental certifications, etc.), choosing, wherever possible, the most virtuous in this sense.

Activity

Status of Activity 2021

Indicators

Selection of suppliers

TeaPak updated the supplier selection form, in compliance with Directive 231, collecting information on the eco-sustainability of suppliers (SA 800 certification; ISO 14001; FSC; PEFC etc...) and assigning a specific score.

100% of suppliers assessed according to ESG criteria.

Origin

The company avails itself, the performance aimed at ensuring the continuity of the supply chain being equal, of suppliers of packaging materials with the best geographical location from the point of view of proximity to the production plant. Where it is not possible to meet this requirement, the company makes sure to optimize transport.

100% of our Italian suppliers are within 300 km.



Adherence to the Company's principles

In 2021 the updated L231 information, code of ethics, sustainability best practices, sustainability policy questionnaire, and code of conduct were sent to all the main suppliers, with the request to read, fill in and accept these procedures, as well as to report any existing sustainability projects from which a partnership may arise.

✓ The documents were sent to all suppliers who make up 90% of purchases in terms of turnover.

✓ % of suppliers who have adhered to the policies and values promoted by the company (code of conduct, L231 and sustainability questionnaire): 57%

Environment



The company undertakes to apply to all production and non-production processes, policies and procedures which minimize the environmental impact and promote good recycling and energy saving practices, mainly selecting materials from sustainable supply chains and at the same time disseminating the green culture through workshops and projects both internally and in collaboration with the local community.

Activity

Status of Activity 2021

Indicators

Responsible purchasing

The company has an GPP policy (Green Public Procurement) summarized in the "best practices" document published in order to establish a series of guidelines to consult before concluding a corporate purchase, regardless of the economic value of the purchased asset.

Furthermore, TeaPak only procures from paper mills and/or converters who work with FSC certified paper mills and undertakes to purchase only GOTS certified cotton yarn (<https://global-standard.org/>)

Finally, the company pays a lot of attention in purchasing office materials that have little impact on the environment.

Purchase of products with minimal packaging and which contain recycled material

Use of Eco Label certified paper for printers

Use of rechargeable batteries

Selection of recyclable and/or eco-sustainable materials both for objects to be provided to employees in carrying out their work and recreation activities (stationery, garbage bin, cups and coffee spoons, ...), both for the choice gadgets for employees (cups, baskets, t-shirts, caps, neck warmers, ...)

Purchase of cleaning products with ecological alternatives/ low environmental impact alternatives

Use of material hand wipes in recycled material

Reduction in the use of disposable gowns in polypropylene in favor of gowns in reusable cotton

In the year 2021, 95 best practices were codified
100% GOTS certified cotton thread purchased out of the total used.



Sustainable product

The company undertakes to produce only 100% organic finished product. The custody of the supply chain is guaranteed by ICEA (Institute for Ethical and Environmental Certification) which, through six-monthly audits, verifies compliance with existing European legislation relating to organic production.

2 audits that took place in 2021
The certificate issued by ICEA annually certifies compliance with all the procedures foreseen for the management of the organic product.

Audit for the environment/sustainability

While not responsible for the purchase of raw materials, the company undergoes regular inspections in order to ensure the custody of the supply chain according to the "Rainforest Alliance" standard.

N. 1 Annual inspection audits according to "Rainforest Alliance" standards
Start of the certification process B-Corp, awaiting audit.

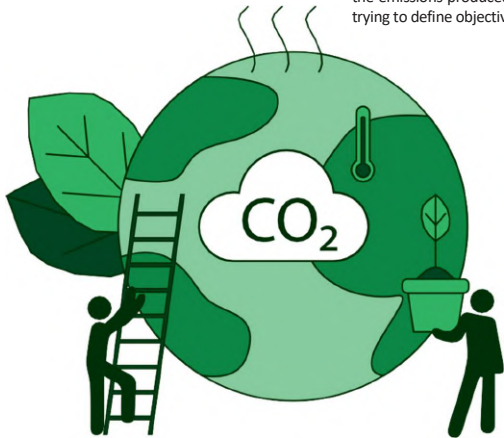
Emissions

The company has collaborated with a specific consultant to conduct an analysis on the greenhouse gas emissions related to its products/ services to better understand its initial starting point, necessary to define a concrete and future-oriented sustainability strategy. Furthermore, TeaPak constantly monitors the emissions produced by Scope 1 and 2, trying to define objectives in this respect.

Total European emissions (Imola + Hamburg): 36,200 tons of CO₂
Relative to the year 2021, the total tons of CO₂ consumed (Scope 1) in relation to energy consumption is 1.9 t. With regard to the specific tons of CO₂ consumed for scope 2, considering the certifications associated with our contract with Hera (EKO energy and Certificate relating to procurement with guarantees of origin) it is defined that our electricity consumed derives entirely from renewable sources for which in this case the value is zero.

There are six points of emissions into the atmosphere and below are the data relating to the measurement made on November 26, 2021:

- E01: 0,64 mg/Nm³ (6% of the value limit of 10 mg/Nm³)
- E02 1,19 (12% of the value limit of 10 mg/Nm³)
- E03 0,71 (7% of the value limit of 10 mg/Nm³)
- E04 1,12 (11% of the value limit of 10 mg/Nm³)
- E05 0,77 (8% of the value limit of 10 mg/Nm³)
- E06 0,74 (7% of the value limit of 10 mg/Nm³)



Energy consumption

The company procures energy exclusively from renewable sources and low-impact renewable sources and has Green certificates with HERA. In addition, TeaPak has installed charging points for electric cars in the plant's parking lot to further limit its environmental impact.

100% energy purchased / produced from renewable sources

Monitoring of electricity consumption and identification of the KPI expressed as electricity consumption (kWh) for the production of 1,000 sachets. KPI defined for the year 2021: 2,06 kWh/1000 tbgs. KPI at 12/31/2021: 1.91 kWh / 1000 tbgs

N. 2 charging points for electric cars
EKO energy certified
Procurement certificate with Guarantees of Origin

Management waste

The company recycles paper and cardboard, plastic and glass according to standard procedures. Use of the visual method (Kanban) with signs indicating the correct disposal of waste in the separate collection by employees. TeaPak has also installed collection points for special waste where "private" waste of future employees can be placed and subsequently disposed of. The goal is to encourage employees to properly dispose of these types of waste. On at least a two-year basis, the company monitors the composition of the undifferentiated fraction of corporate waste through a product analysis. From the analysis carried out, an improvement plan is drawn up in order to reduce, if not by weight at least by type, the amount of material delivered to the undifferentiated.

60% of waste recycled out of the total produced

At the end of 2021, 6 special waste collection points were installed in the company:

- Medicines that have expired
- Exhausted batteries
- LED bulbs
- Spray cans
- WEEE
- Plastic caps

A product analysis was carried out in 2021 from which corrective actions emerged to the extent that the company has been able to improve the delivery of waste in terms of:

Reduction to 0% of the fraction of used ink rolls (previously undifferentiated for 1.2% of the total)

Reduction to 2% of the fraction of processing waste from IMA machines (previously undifferentiated for 9% of the total).

Bee's Hotel

Installation of "Bee's hotels" in the external company space to encourage bees to pollinate flowers and plants around the company.

N. Bee hotels installed – 11.

Reuse of goods

The company supports and encourages the reuse of goods in good condition including:

Books: Employees can bring used books into TeaPak instead of discarding them, to encourage reuse by other employees

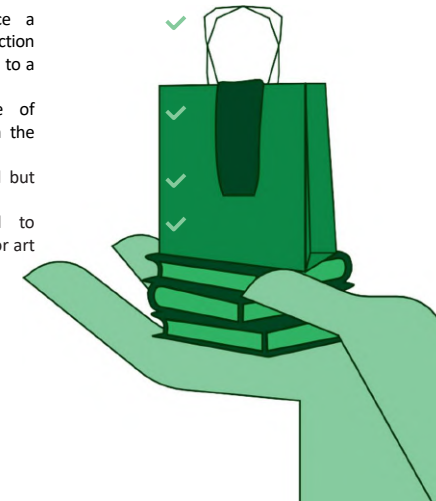
Used clothing/clothes: twice a year, TeaPak promotes the collection of unused material to be donated to a charity to allow for reuse

Crockery and cutlery: use of reusable crockery and cutlery in the company canteen

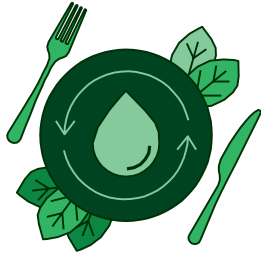
Wooden pallets: no disposal but sale for reuse

Production waste donated to schools to be used as materials for art workshops.

N. of goods donated and type: 1190 kg of goods donated through solidarity collections (games for children, clothes and shoes, household items).



Canteen



Canteen and food supply:
 Vegetarian canteen
 Reorganization of the service of the company canteen with the elimination of disposable plastic containers
 Use of recyclable paper cups for the coffee machine and stirrers in biodegradable plastic
 Implementation of points for filling water bottles to avoid the use of plastic bottles
 Use of disposable cutlery totally recyclable, including their wrapping, for those who cannot use cutlery supplied at the canteen due to shift
 Use of paper napkins, totally recyclable for the consumption of meals
 Priority to local suppliers by focusing on km0 products (with particular attention to food products), also contributing to reduce the emission of necessary greenhouse gases for transportation.

N. 6 drinking fountains installed for the filling of water bottles
 CO₂ saved with the vegetarian canteen ✓

Carbon footprint (Kg CO₂) **-14.416**

Ecological footprint (m₂ land) ✓ **-159.086**

Water footprint (liters H₂O) ✓ **-10.432.004**

Lived or saved animals ✓ **+3.797**

Transport

Transportation:
 Compensation fees for business air travel
 Donation of the "miles" acquired through airline programs for air travel to organizations that plan compensation activities for the unused fuel
 The company also undertakes to limit corporate travel to reduce the impact of the fuel used and the resulting pollution
 Encourage car-sharing among employees
 Remote working for employees who can benefit from it.

100% of workers who perform a task compatible with smart working have been authorized to do so even out of the emergency through an appropriate individual agreement required by law

Compensation fees for 50% of air travel. ✓



Environmental Management

Pre-audit Certification 14001

Verification of compliance with the legislation ISO 14001 "Certification of Environmental Management System".

Environmental Impact Monitoring

TeaPak monitors its performances in terms of resource consumption and waste production in a timely manner through data collection and subsequent processing in a company dashboard, from which the indicators of performance and improvement targets for the following years are deduced.

For the year 2021, the following data was recorded:

Electric consumption = 1.99 KWh/ 1000 tbgs

Water consumption = 0.005 m³/ 1000 tbgs

Waste = 0.11 kg/1000 tbgs

Mobility Manager

Mobility Manager from 2021:
 In 2021 we proceeded to the appointment of the Mobility Manager and to the internal investigation relating to commuting from home to work.

Data relating to employee travel from home to work.

Management of water resources

The company monitors and records its water consumption divided by:
 Office building
 Factory
 Fire-fighting plant
 Green exterior

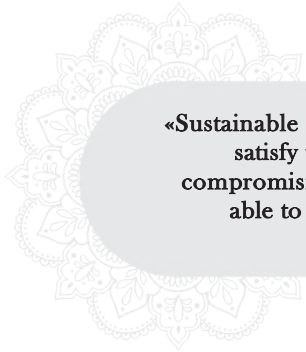
All sinks are equipped with a movement photocell in order to avoid waste; in addition, the toilets are equipped with a dual-flush cistern to reduce water consumption.

Since May 2021, the company has been monitoring the consumption of water used for the production of 1000 tea bags every two weeks.
 At December 31, 2021: 0.011 m³/1000 tbgs



FOCUS: ONU 2030 Agenda

At a global level, people are now well-aware that if we want to guarantee a future for our Planet and future generations, we must all, starting from each individual to the Great Ones of the Earth, undertake to realize a development that is truly SUSTAINABLE:



«Sustainable development is that development which is able to satisfy the needs of the present generation, without compromising the possibility that future generations will be able to satisfy their own". 1987 - Brundtland Report

The UN has divided the concept of sustainable development into 17 specific objectives within the 2030 Agenda:

SUSTAINABLE DEVELOPMENT GOALS



Also, for TeaPak, these 17 objectives constitute the main guidelines for the structuring and implementation of its sustainable development. TeaPak therefore undertakes to pursue these Goals in daily business activities, in relation with its employees and with the local community and in solidarity and welfare activities, driven every day by the belief that great results can only be achieved by starting from implementation of small daily gestures.

Our 2022 improvement goals

In order to pursue and achieve the identified objectives of common benefit, TeaPak has set itself improvement objectives to be achieved in 2022, with the aim of contributing and positively impacting the following Sustainable Development Goals:



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Governance

Sustainability project for each department. For the next fiscal year, each department will have to present a sustainability project, which can be implemented both inside and outside the company, during one of the organized internal workshops, documenting same with videos, photos, explanatory slides, etc. The implementation of this project has been inserted inside the target sheets of each employee, and therefore also has an economic impact, demonstrating how much the company wants to sensitize all employees with respect to the issues of sustainability by personally and actively involving all the workers.



Stakeholder engagement project. In 2022, TeaPak undertakes to activate partnerships and collaborations with suppliers, local associations, universities, charities, other companies, in order to promote the culture of sustainability and exchange good practices. Among the activities already scheduled are:



- ✓ **Analysis of the feedback** received from all suppliers to whom the documents relating to the conduct code, the questionnaire on eco-sustainability, etc. have been sent and development of an action plan
- ✓ **Search for partners for sustainability projects in the area**

Health and Wellness Project. The Management, through the materiality matrix, has identified the promotion of Health and Wellbeing as one of the 2022 strategic priorities. If, for TeaPak, the health, well-being and safety of its workers have always been central issues, following the pandemic there has been an increasing awareness of how important it is to take care of yourself and your family. For 2022 the company has therefore developed a project in which to systematize the concepts of Health and Wellness, structuring a multi-perspective path, in which the promotion of health and psychophysical well-being are analyzed, deepened and developed in relation to all the main areas of sustainable development: Governance, Environment, Workers, Communities, and will be the main object of the activities of internal working groups such as the Employee Collaboration Team and the Doing Good Ambassadors, including the point of view of solidarity, community and Diversity & Inclusion.



Workers and Communities



Project to strengthen the harmonization services between working life and private life. Following a questionnaire administered to all workers, the company has identified some additional conciliation services to be implemented with respect to those already in place, by carrying out a feasibility analysis of same. These services will be activated by March 2022 and concern: car wash service, tire change service, ironing / laundry service.

Diversity & inclusion. Promotion of inclusion through:

- ✓ A month with dedicated activities
- ✓ Presentation of a book of the nationalities present in the company (typical recipes, religious holidays, typical dances, etc.)
- ✓ Projection of slides on company screens relating to the holidays of minority religions present in the company
- ✓ Participation in the REDI Index: Corporate Religious Equity, Diversity & Inclusion Index



Actions to be implemented relating to the Health and Well-being Project for workers:

- ✓ Presence in the company of a postural trainer who will supervise all the employees in relation to the specific workstation, conducting a relative analysis in postural terms and developing a targeted improvement plan.
- ✓ Activation of a counselling service on the company premises with the presence of a professional psychotherapist.
- ✓ Organization and implementation of a workshop regarding prevention, in collaboration with the Oncological Institute of Romagna, with the contribution of a nutritionist. The workshop will also be open to families.
- ✓ Organization of a day of Yoga and mindfulness.

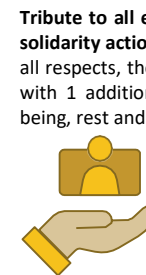


Raising awareness against gender-based violence and promoting gender equality:

- ✓ Celebration of International Women's Day and International Day against violence towards women.
- ✓ Acquisition of Gender Equality Certification.



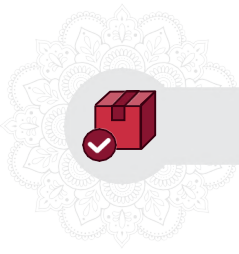
Doing Good reports: In order to increase the active participation of employees in the structuring of solidarity activities, the possibility of making "Doing Good" reports will be activated, in addition to those already present for the Safety and Green area.



Tribute to all employees of 1 day of vacation and 1 day that must be dedicated to solidarity actions: In view of the excellent results achieved in 2021 by the company, in all respects, the Company Management has decided to pay homage to all employees with 1 additional day of vacation, with a view to promoting psycho-physical well-being, rest and self-care, and 1 day which must be dedicated to solidarity actions.



Communications: Activation of the reserved area for employees within the website



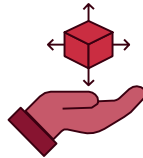
Suppliers

Feasibility analysis for the conversion of packaging materials into greener alternatives.



Open Day with suppliers of strategic packaging materials: In order to create an open communication flow with suppliers of packaging materials, the company undertakes to organize a training and information event, in which to encourage the participation of stakeholders and, at the same time, share the corporate strategy (Vision, Mission, Pillars, Values) and that relating to sustainability (Global Manifesto).

Involvement in the stakeholder engagement project: launch of a structured stakeholder engagement project, in which suppliers will also be involved to start collaborations, exchanges of best practices, on the subject of sustainability.



Environment

Carbon Footprint: In order to pursue the global goal of reducing greenhouse gas emissions and therefore reducing the environmental footprint generated by the business, by following a specific analysis conducted by a third party, the company will undertake to:



- ✓ Create work groups rationalized by task and area of expertise.
- ✓ Implement projects involving stakeholders in order to explore the possibilities of reducing the environmental impact of the supply chain and/ or business processes relative to the production of material intended for the company. For the purposes of this project, TeaPak will initially involve only packaging material suppliers.
- ✓ Carry out the circular economy project with one of the main suppliers of packaging materials.
- ✓ Act in the internal workshop to spread good practices in the preparation phase of the cup of hot water followed by infusion, in order to avoid wasting water and energy.
- ✓ Include the figure of Sustainable Packaging Specialist in the staff.

Resources and waste management:

- ✓ Installation of an additional special waste delivery point
- ✓ **Photovoltaic feasibility** study.
- ✓ **Digitization** project: project to transform all possible business documents into digital format.



Continuous improvement:



- ✓ Improvement of the KPIs of the **Green Dashboard**
- ✓ Achievement of ISO 14001 Certification and maintenance of current certifications (ICEA + RFA)
- ✓ **Green reports:** the company undertakes to reach a number of green reports equal to or greater than 2021
- ✓ **Mobility Manager:** Creation of specific spaces for bike and motorcycle storage; facilitate car sharing; collaborate with the Municipality of relevance to in order to facilitate the cycle path to the company.

Impact Report 2021



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Drawn up pursuant to Art. 1 para 382 Law 208/2015
Fiscal Year from 01/01/2021 to 12/31/2021