



# SECOND INTEGRATED SUSTAINABILITY REPORT





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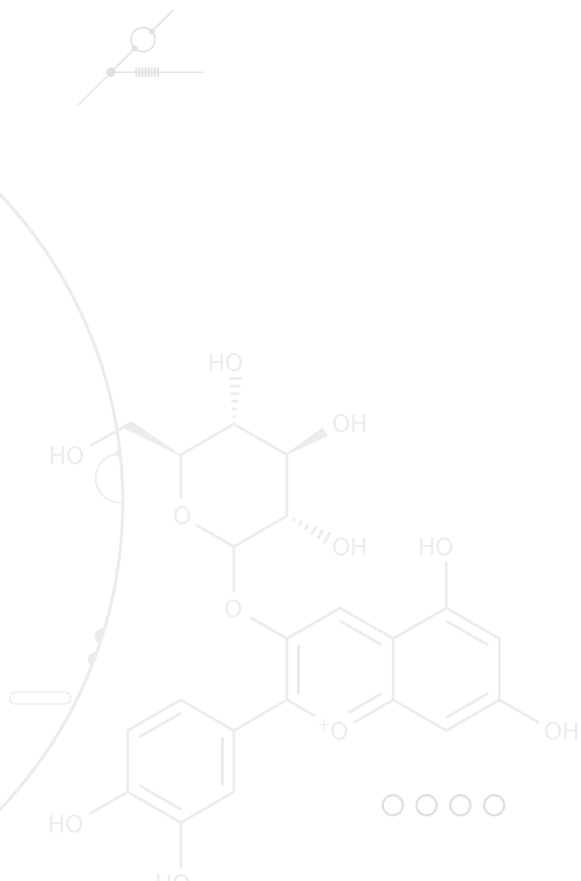
**Dear Stakeholders,  
I am delighted to present to you  
our second Integrated Report,  
representing another significant  
milestone in our corporate journey  
of growth and progress.**

Over the past years, we have continued to build upon the foundations laid in the previous year, adapting to the ever-changing landscape and embracing new challenges with resilience and determination.

As we reflect on the past year, it is evident that the global economic landscape has undergone further transformation, driven by unforeseen events and shifts in consumer behaviors. Despite the uncertainties that prevailed, Bionap remained steadfast in its commitment to core values and principles that have been the pillars of our success for almost 25 years. The unwavering values of honesty, respect, sharing, well-being, have been the guiding compass leading us through the challenges of the past year.

Our passion, energy, and unwavering dedication to creating products that benefit individuals and the environment have defined our journey thus far. We take pride in sourcing raw materials responsibly, respecting and preserving Mother Earth, which provides us with the resources to bring our products to life. This ethos has shaped our decisions and actions over time.

The global raw material and energy crisis further intensified the socio-economic challenges. This presented us all with new tasks, and called for innovative and forward-looking solutions. Creating a change to regenerate the involved resources, by following a process of circular economy. That's why, throughout the 2023, we have worked on the design of an innovative industrial process that aligns with our commitment to sustainability and innovation, and it will be fully operational next years. Through extensive internal research, we've developed a Water Recovery System that recovers the majority of





it, minimizing our reliance on external sources. This is only one of the first projects we are investing in, by fostering partnerships and collaboration, with the aim of achieving and sharing the social, economic, and environmental well-being that benefits all stakeholders. We believe that training and development play a critical role in every organization, contributing to employee growth, job satisfaction, and productivity. A culture devoted to training ensures employees are continuously motivated and engaged in their work and above all in the sustainability values.

Sustainability starts from our commitment to developing training programs designed to build the skills, knowledge, and competencies necessary to encourage people across the organization to achieve greater long-term sustainable goals.

**A culture of sustainability starts from knowledge and information. That's why in 2023 we provided**



**about two thousand training hours of which about 50% was dedicated to sustainability issues. Now we are ready to go ahead by gaining ground in the sustainability field with greater awareness and a stronger spirit of cooperation within our organization.**

Because, at Bionap, we firmly believe in the power of collaboration. As Virginia Burden once said, "Cooperation is the thorough conviction that nobody can get there unless everybody gets there," and we have made this conviction central to our mission. Thank you for your ongoing support and partnership.

Together, we can create a sustainable and prosperous future.

*Claudia Bonina*

**Claudia Bonina**  
Human Resources Manager

**BIONAP**  
BIOACTIVE NATURAL PRODUCTS





# READING GUIDE



## READING GUIDE

The report is made up of four parts divided into as many chapters and an appendix.

1

The **first chapter** essentially describes the organization, its identity, history and ownership structure.

2

The **second chapter** reports the bodies, principles and procedures the company has adopted for its correct management.

3

The **third chapter** details how the organization uses financial and non-financial “capitals” (see glossary) to generate value, what impacts, risks and opportunities are linked to this process, what are the strategies that enable lasting value creation and shared.

4

▶▶▶ The **fourth chapter** goes into detail on the results achieved, the company's activities and objectives broken down into ESG dimensions, i.e. environmental (Environment), Social (Social) and economic (Governance).

The last part contains the references used for preparing the report, the index of GRI indicators used and a glossary for a better understanding of some terminologies used.











# 1.THE ORGANIZATION'S OVERVIEW

- 1.1 Vision, Mission, Values
- 1.2 Ownership and Operational Structure
- 1.3 History
- 1.4 Summary Data



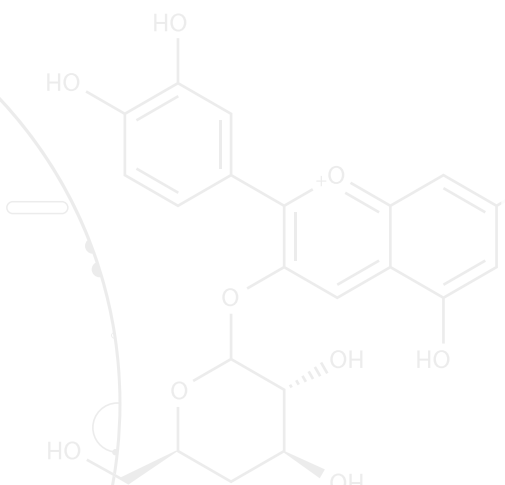
## 1.1 Vision, Mission, Values

### OUR VISION

Driven by the love for our land and for Science we want to spread the principles of Mediterranean health and well-being culture to enhance a value for the community and the planet.

### OUR MISSION

We develop natural and innovative ingredients for the global market by applying Science to Nature through a circular business model and by placing people's well being at the heart of our commitment.





## OUR VALUES

### ▶ **REGENERATIVE**

We were among the first to believe in the recovery and regeneration of Mother Earth's natural elements

### ▶ **RESPECTFUL**

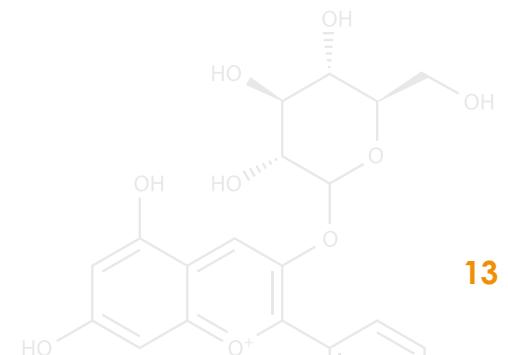
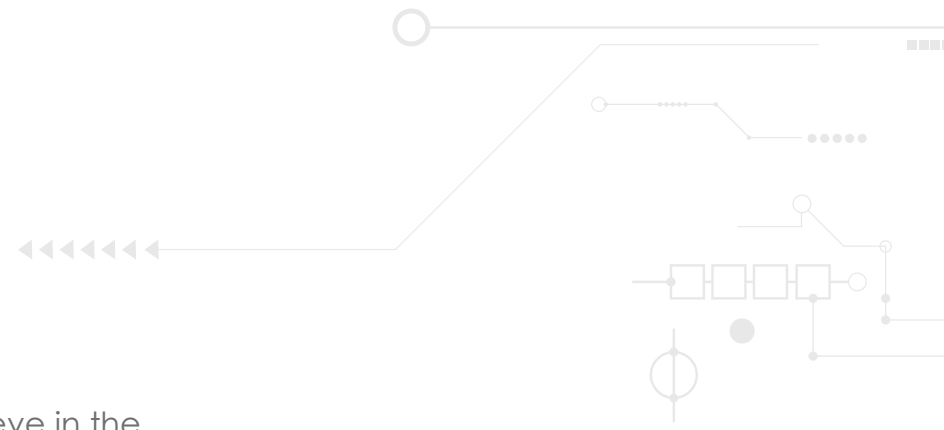
We listen to needs, aim to learn and improve respect for others and, above all, respect Nature

### ▶ **INNOVATIVE**

We look to the future every day, while still paying attention to the present and leveraging our past experiences

### ▶ **QUALIFIED**

We always apply innovation to research and science





## 1.2 Ownership and Operational Structure

BIONAP S.r.l. with registered office in Belpasso (CT) Italy - Contrada Fureria Zona Industriale Ovest, Piano Tavola - is an Italian company, vertically integrated, specialized in the research and production of standardized botanical extracts derived from plants and fruits of the Mediterranean area, for nutraceutical, cosmetic and animal nutrition markets. Bionap is 100% owned by the holding company Active Srl that also controls two further companies: Exentiae Società Agricola and Boniser Società Agricola.

In turn, Bionap S.r.l. fully owns two subsidiaries - Bionap USA Inc. and Bionap Asia Pacific PTE Ltd - that are also the 2 operating structures of the company, one in New Jersey (USA) and in Singapore (see details in the company website [www.bionap.com](http://www.bionap.com))





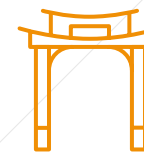
## USA

LOGISTIC and SALES OFFICE  
WAREHOUSE



## ITALY

HEADQUARTERS  
PRODUCTION PLANT  
R&D LABORATORIES



## SINGAPORE

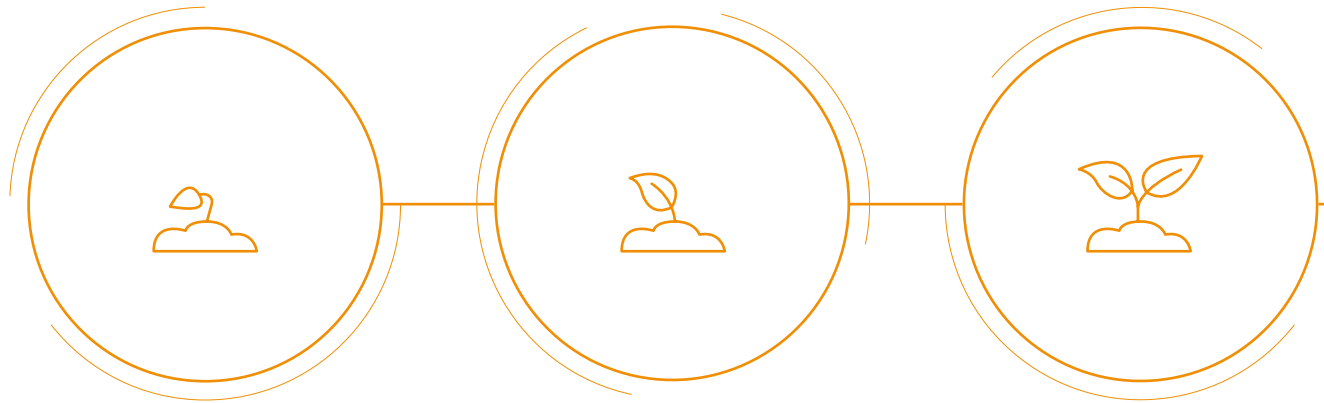
LOGISTIC and SALES OFFICE  
WAREHOUSE



### 1.3 History

The great intuition of our founder, *Professor Francesco Paolo Bonina*, was to trace and enhance the botanical treatments in the **Mediterranean flora** through the international scientific research, to produce standardized and certified natural ingredients aiming at health and wellbeing solutions.

**SINCE 1997 WE'VE BEEN GUIDED BY A STRONG WILLING AND DESIRE TO RETURN A CONCRETE VALUE TO THE COMMUNITY AND THE PLANET IN TERMS OF HEALTH AND WELL-BEING.**



**1997**

Year of foundation

**2002**

Creation of the first INTERNAL R&D laboratory

**2014**

Official opening of the new headquarter. The modern facility was designed to enhance people's collaboration and creativity

**2017**

Nutraceutical product line extension to meet the growing demand of natural ingredients for health





**2018**

Awarded as champion  
of **circular economy**  
by Legambiente



**2019**

Opening  
of **Bionap USA**  
subsidiary



**2021**

Publication of first  
integrated sustainability  
report

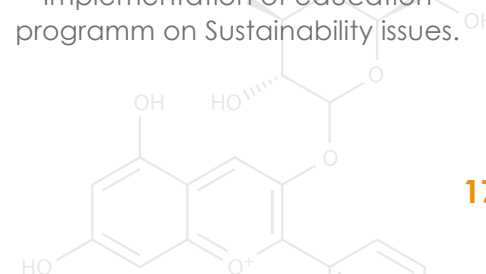
OBTAINMENT OF:  
GMP Certification  
ISO 14001  
ISO 45001 certification

Opening  
of BIONAP  
ASIA subsidiary



**2022-2023**

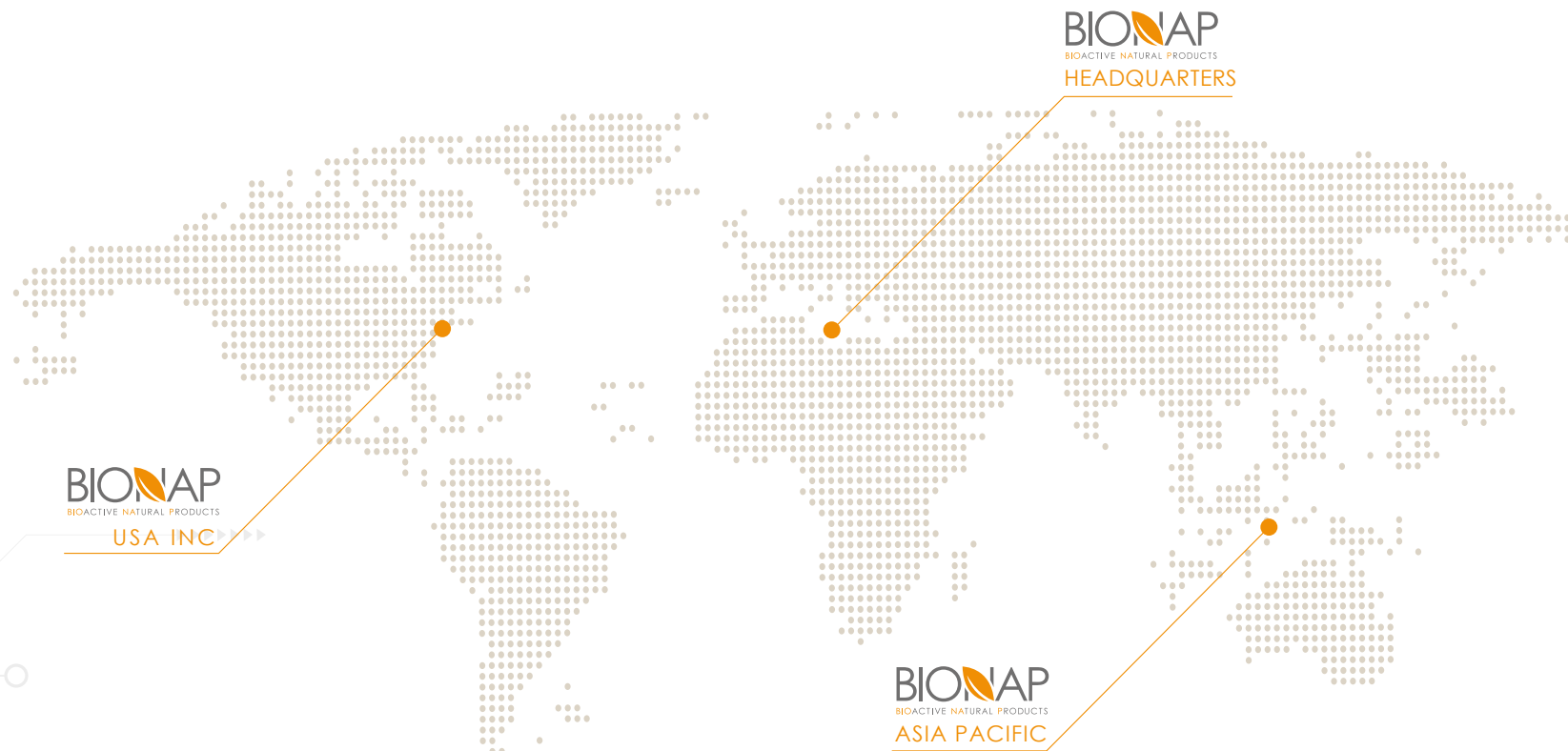
Development of new green production  
system (Water recovery System).  
Implementation of education  
programm on Sustainability issues.





## 1.4 Summary data

It's part of our philosophy to act globally and think locally. It's our goal to achieve a strong, positive and lasting global footprint to support our worldwide business.



**13.2**

MIO (2023)



**38**

EMPLOYEES

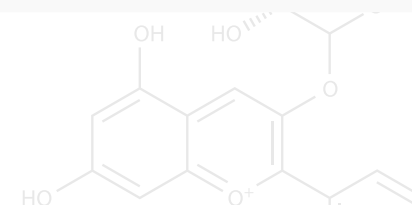


**40+**

PRODUCTS

		2022	2023
Economics*	Turnover	€13.322.095	€13.322.196
	EBITDA	3.042.504 €	€3.703.734
Employees	Employees	37	38
	Women	32%	37%
	Men	68%	63%

\*The financial and economic data refer to the official financial statements 2022 and 2023







## 2.CORPORATE GOVERNANCE

- 2.1 The Governance Structure
- 2.2 Code of Conduct and Business Policies
- 2.3 The Governance of Sustainability
- 2.4 Quality Policies and Management Systems
- 2.5 Certifications



## 2.1 The Governance Structure

Bionap's organisational chart details how we are structured to achieve our goals and outlines the roles and responsibilities of employees within the company.

The benefits of implementing this organizational structure in our company are:

**FASTER**

decision making

**MULTIPLE**

business locations

**IMPROVED**

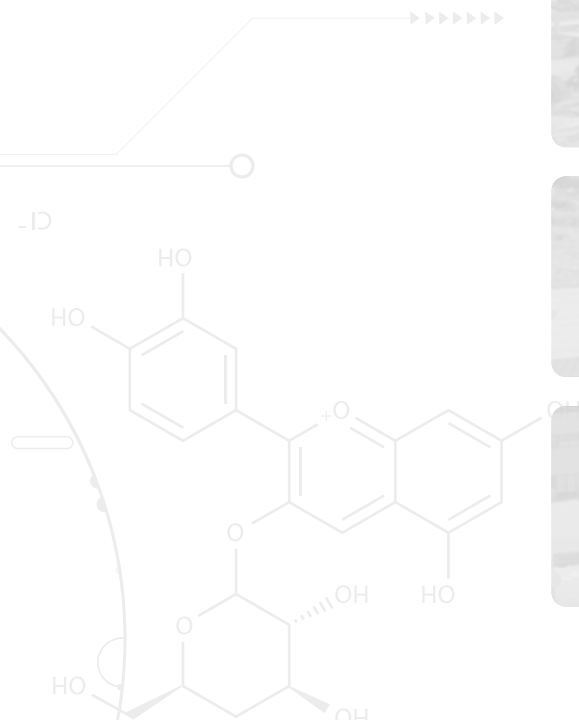
operating efficiency  
and customer satisfaction

**GREATER**

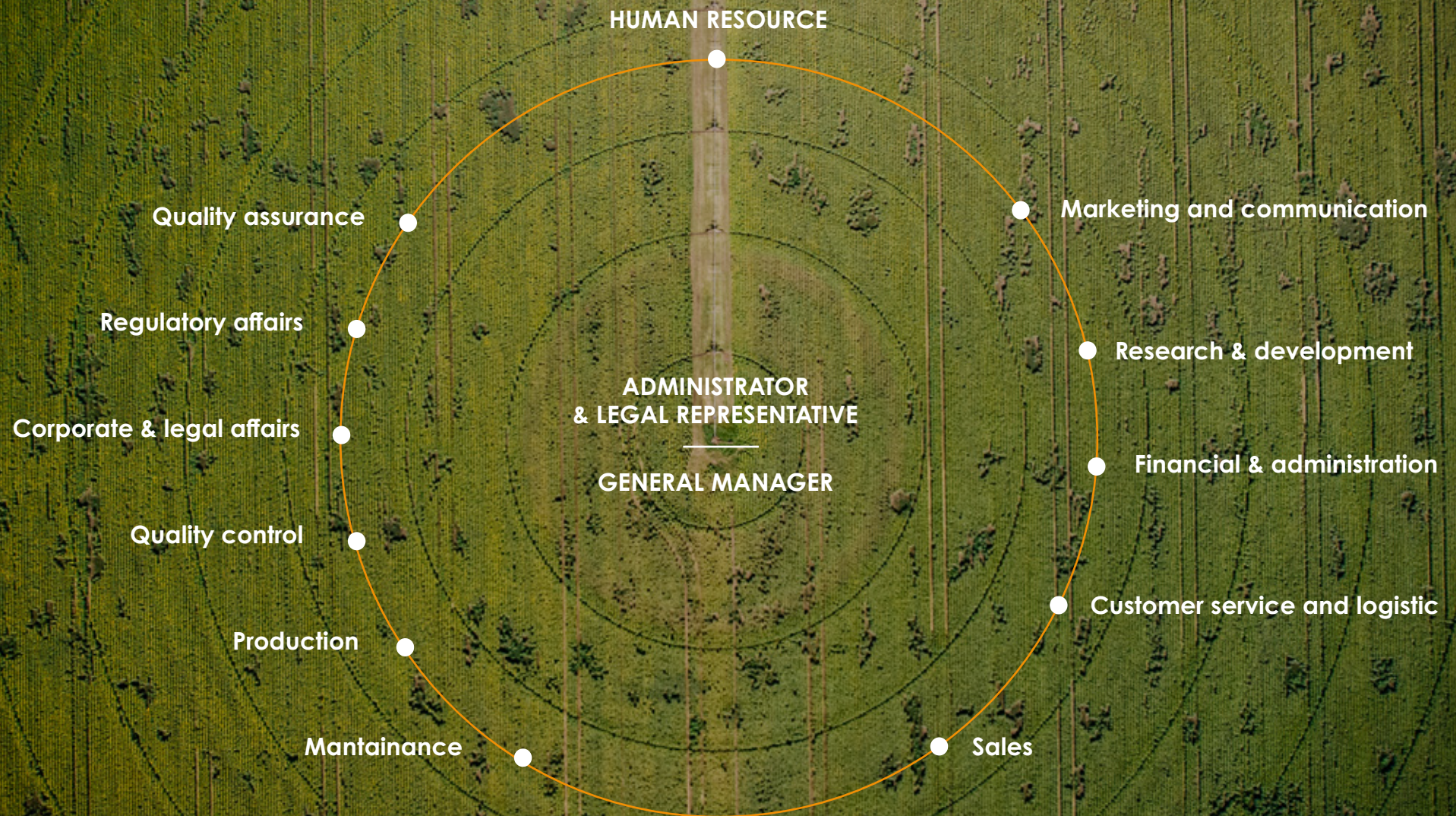
employee performance

**EFFECTIVE**

communication











## 2.2 Code of conduct and policies

The main business model of BIONAP is business to business, and specifically, the company distributes its products primarily through international distributors with three-year distribution contracts that are renewable under certain conditions. Therefore, it was deemed appropriate to include an explicit and signed engagement of these stakeholders on the topics of social equity, quality, environmental sustainability, and economic vitality by incorporating two clauses in the standard contracts proposed to selected partners. These clauses require their involvement and commitment to do their best to use “environmentally sustainable” services and products and, in the social context, to adhere to the standards of the International Labor Organization (ILO) in regard to workers. Bionap requests a commitment to all commercial partner in respecting the following policies:

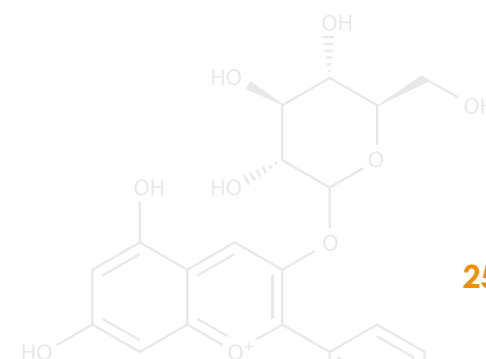
- A. In order to pursue long-term social equity, environmental quality and sustainability, and economic vitality through innovative and traditional mechanisms, the Parties undertake to make every reasonable effort to incorporate environmentally compatible products or services into their scope of work wherever possible. “Environmentally compatible” means products or services that have a lesser or reduced effect on human health and the environment when compared with competing products or services that serve the same purpose. This comparison may consider raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, or disposal of the product or service.
- B. The Parties agree and acknowledge that their employees are entitled to a safe and respectful workplace free of discrimination, violence, (sexual) harassment, or intimidation. They are committed to creating safe working conditions in compliance with all applicable health and safety regulations relevant to their respective business activities.



**Both Parties will comply with the relevant International Labor Organization (ILO) standards regarding human rights and labor conditions.**

This includes, among others, the following:

- They will not engage in or support the use of forced, bonded, or involuntary labor or child labor.
- They recognize and respect their employees' rights to freedom of association and assembly, as well as collective bargaining.
- They respect and adhere to the principle of non-discrimination based on race, caste, color, national origin, religion, gender, age, sexual orientation, gender identity or expression, disability, protected veteran status, union membership, political affiliation, or any other characteristic protected by law.





### 2.3 The governance of sustainability

Sustainability topics are dealt with by the **Sustainability Committee**, which has the task of advising the executive board and making proposals which mainly concern guidelines and initiatives to embed sustainability in the business processes for pursuing the creation of value in the short/medium- and long-term with all the company stakeholders. Sustainability is a continuous process which must involve the entire organization.

This is why a cross functional team, called ESG COORDINATORS, has been set up. Within this team, each coordinator has the task of promoting and monitoring the sustainability actions and the goals attained.





## SUSTAINABILITY COMMITTEE

The CROSS-FUNCTIONAL TEAM defines:

- the strategic guidelines
- the initiatives

to embed sustainability in the business processes

## ESG COORDINATORS

Within the Sustainability Strategy, a TEAM OF COORDINATORS has been identified. A coordinator for each specific ESG objective is in charge of managing the actions and monitoring the achievement of the objectives.

## ESG STRATEGY



### ENVIRONMENTAL

Quality Assurance  
Production  
Maintenance



### SOCIAL

Human Resources  
Communication  
Research and Development



### GOVERNANCE

General Management  
Regulatory Affairs  
Innovation  
Financial



## 2.4 Quality policies and management systems

Bionap Srl has undertaken a process of continuous improvement for several years in terms of management systems and products manufacturing by deploying a Quality and Certification strategy. The Quality policies are intended to select service providers complying to the ethical and sustainability principles of Bionap. Furthermore, the Quality policies are meant to the respect of diversities of all the Company's stakeholders.

**Our pursue of Quality is  
reflected in System and  
Product Certifications**



## 2.5 Certifications

### SYSTEM CERTIFICATIONS



#### UNI EN ISO 9001:2015

"System of quality management - requirements" Certifying body: Bureau Veritas SpA;



#### UNI EN ISO 14001

"Environmental management systems - requirements and guide for use" Certifying body: Rina SpA;



#### UNI EN ISO 45001

"System for the management of health and safety at work - requirements and guide for use" Certifying body: Rina SpA.



#### GMP

Management System compliant with GMP for dietary supplements (FDA CFR 21 – p.1 1 1) (approved by Bureau Veritas Italia)

### PRODUCT CERTIFICATIONS



Bio Certification issued by Bioagricert S.r.l.



#### VeganOK

issued by VEGANOK Srl, Società Benefit (Benefit Company)



#### NON GMO

The Non-GMO Project is a mission-driven non profit organization offering rigorous product verification and trustworthy education that empowers people to care for themselves, the planet, and future generations.



#### ECOCERT/COSMOS

issued by Ecocert SA, Certification body for sustainable development



#### Kosher

issued by Eurokosher Srl in accordance with the Jewish dietary and religious principles and rules



#### Halal

issued by Halal International Authority, in accordance with Islamic religious and dietary principles



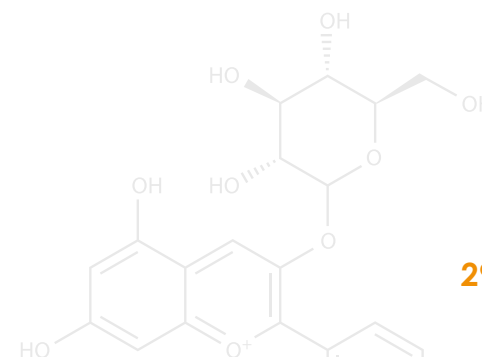
#### Purity IQ

The Purity-IQ Trustmark is a 3rd party certification that demonstrates ingredients and products for identity, purity and consistency and proves that a manufacturer went one step beyond the regulatory requirements to provide their best assurance of quality.



#### Veg-Pack

Certification issued by the benefit company, VEGANOK Srl;







## 3. THE BUSINESS MODEL

- 3.1 Description of the External Contest
- 3.2 Company's Offer
- 3.3 The Creation of Shared Economic Value
  - 3.3.1 The Stakeholder Engagement
  - 3.3.2 The Materiality Matrix
- 3.4 Strategy and resource allocation



### 3.1 Description of the External Context

Located in the southern region of Italy, Bionap operates within a context marked by both potential and challenges. This region, including areas like Sicily and Catania where our company is based, holds significant promise, yet faces logistical intricacies and the need for skilled personnel. Despite these hurdles, Bionap stands as an example of achievement, generating substantial local revenue and serving as a pivotal foundation in Catania. However, the untapped potential of this region often encounters barriers rooted in inadequate infrastructure and limited educational prospects. In response, Bionap has taken a proactive stance, endeavoring to enhance the local environment through educational initiatives and the nurturing of local excellence. Bionap, driven by the commitment to meet market demands, has fostered robust partnerships with international university research departments. This strategic collaboration empowers the company to anticipate trends and capitalize on emerging global opportunities, thereby propelling its growth.

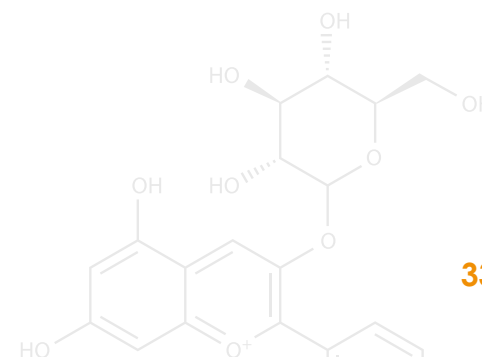


The global consumer landscape is swiftly tilting towards healthier lifestyles, with an increasing awareness of health and well-being needs. This heightened consciousness has propelled the demand for nutraceutical ingredients. Consumers are actively seeking dietary supplements enriched with Plant-Based ingredients, showcasing a preference for regular consumption to bolster overall well-being. Moreover, the concept of inclusive and clean beauty has taken center stage, significantly driving cosmetics sales.

Furthermore, a pronounced global trend reflects consumers' pursuit of value-added natural products that deliver diverse health benefits. This inclination spans various product categories, reflecting an escalating preference for natural solutions to enhance health and vitality. In response to these evolving market dynamics, Bionap has positioned itself to effectively cater to consumer needs through its shared-value approach. Leveraging collaborations with research departments and keen

market insights, the company is primed to offer innovative, top-tier, and sustainable solutions that resonate with health-conscious consumers worldwide.

**Through vigilance to market shifts and substantial research investments, Bionap remains steadfast in its commitment to enhancing the well-being of its customers and the broader global community.**





### 3.2 Company's Offer

Bionap keeps constant track of the evolving market dynamics and embraces the new opportunities from it, positioning itself to effectively cater to customer needs through its shared value approach. Bionap, driven by the commitment to meet market demands, has fostered robust partnership with international university research departments. This strategic collaboration empowers the company to anticipate trends and capitalize on emerging global opportunities, thereby propelling its growth.

Leveraging collaborations with research departments and keen market insights, the company is primed to offer innovative, top-tier and sustainable solutions that resonate with health-conscious consumers worldwide. Through vigilance to market shifts and substantial research investments, Bionap remains steadfast in its commitment to enhancing the well-being of its customers and the broader global community.

Bionap is organized in 3 strategic business units:

NUTRACEUTICAL; PERSONAL CARE; ANIMAL NUTRITION

By integrating research and marketing into the strategy, Bionap fosters continuous growth and strengthen the company's position in the market.

Bionap, in order to develop its business in the various markets, implements the Product/Market Expansion strategy.

Bionap operates in each business Units:

- by offering a specific branded ingredients portfolio;
- by going to the markets accross specialized Distribution channels, and a specialized sales force by business area and geographical regions;
- by implementing a medium-high positioning strategy on the different business areas
- by developing a specific promotional and communication strategy based on the market needs accross each business Units.





## PERSONAL CARE

Every day we take inspiration from the beauty of the Mediterranean, providing unique and innovative solutions for the beauty and personal care market and striving for sustainable beauty, both locally and globally.



## NUTRACEUTICAL

The Mediterranean region offers a wide range of unique and very rich plants. Every day, Bionap's researchers develop natural ingredients, striving for better health and wellness for people around the world.

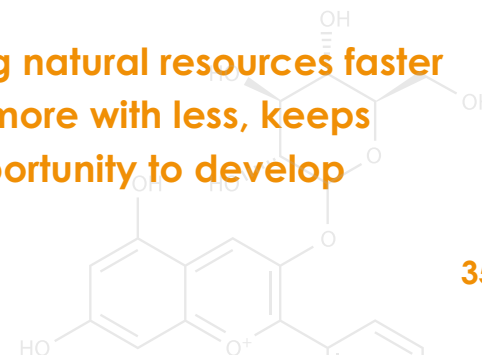


## ANIMAL NUTRITION

We apply our research to every living creature. We believe in prevention over cure for animal wellbeing, because animal health means people wellness.

Bionap is positioned to lead the next generation of botanical ingredients suppliers, with the aim of improving health and quality of life all over the world. Bionap's authentic, multigenerational heritage combined with scientific innovation and ingredients are inspired by market insights and backed by science. With its vertically integrated strategy, Bionap is advancing and growing its capabilities and broadening its reach around the world while remaining grounded to its roots and philosophy based on a circular economy approach.

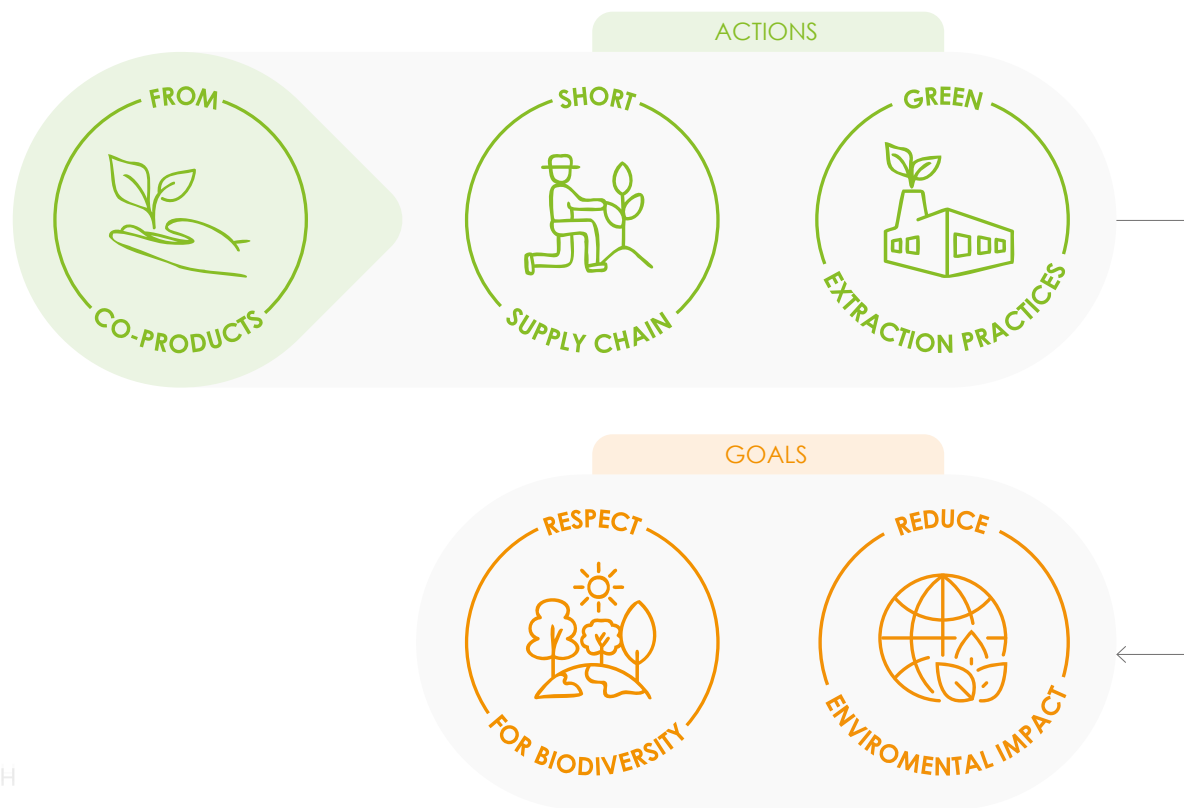
**The global economy's linear business model of "take, make, and waste" is depleting natural resources faster than they can be replenished, and straining ecosystems. A circular economy does more with less, keeps products and materials in use, and regenerates natural systems. At its core is an opportunity to develop technologies and business models that are regenerative by design.**





**AT BIONAP, WE SEE THE CIRCULAR ECONOMY AS AN OPPORTUNITY TO INSPIRE PEOPLE, LEADERSHIP AND PRODUCT INNOVATION, ALL DRIVING TOWARDS A SUSTAINABLE FUTURE.**

We believe in the beauty of biodiversity, meaning respecting the natural cycle of nature where man is a key element in preserving this wonderful ecological system and greatly reduce our environmental impact.





A close-up photograph of a person's hands gently touching a tree trunk covered in vibrant green moss. The person is wearing a grey and white patterned sweater. The background is a soft-focus green forest. The quote is overlaid on the lower right portion of the image.

“

There is a strategic element  
that unites the development of  
the three Business Units, It is **THE  
CIRCULAR ECONOMY.**

”





### 3.3 The creation of Shared Economic Value

This diagram shows how Bionap's business model works, according to the integrated reporting framework created by the **International Integrated Reporting Council (IIRC)**. The business model of an organization is the process that transforms the "inputs",

#### OUR VALUE CREATION MODEL

##### Mission

To develop natural and innovative ingredients for the global market by applying science to nature through a circular business model and by placing people's well-being at the heart of our commitment

#### WHY

##### Vision

To spread the principles of the Mediterranean tradition for people's well-being, thanks to our cutting-edge scientific research applied to natural resources, in full respect of biodiversity

#### HOW

##### Our Sustainability Strategy

- Supply-chain traceability and circular process enhancement
- Reinforcement of HR management resources

- Company system of roles, responsibilities and delegation
- Innovation management improvement

##### Material issues

- Carbon footprint
- Raw material procurement
- Product quality and safety
- Compliance

- Innovation
- Governance
- stakeholder engagement
- Waste

- Economic performance
- Human capital: Welfare, Diversity & Inclusion

##### Core values

- Regenerative
- Qualified
- Respectful
- Innovative

#### WHERE

##### Developing countries

Bionap's activities focus on developing new markets where the unique nature of Mediterranean ingredients is seen as a key factor for competitiveness

#### WHAT

##### Inputs

Capital

##### Human

Professional and skilled employees

##### Intellectual

Innovation through in-house R&D

##### Financial

Strong capital base, reinvesting gains

##### Relational

B2B customers; suppliers; universities and other partners

##### Natural

Energy produced and consumed by the organization

##### Productive

Headquarters with testing and analysis laboratory

##### Business activities

Product development  
research and studies

Customer

Manufacturing of natural ingredients for the nutraceutical, personal care and veterinary industry



through its industrial and production activities, into results (outputs) and impacts (outcomes), setting itself the goal of creating value in the short, medium and long term terms.

VALUE CREATION

Short term

- Human** Staff training, welfare and engagement
- Intellectual** Safe product supply
- Financial** Turnover growth
- Relational** Customer experience enhancement
- Natural** Carbon footprint measurement
- Productive** Process automation enhancement

Long term

- Human** Company well-being and talent attraction
- Intellectual** Protecting the company's innovative research
- Financial** Economic and sustainable growth overall
- Relational** Stakeholder inclusion in value creation
- Natural** Lower carbon and climate impact in the supply chain
- Productive** Circular manufacturing process

SDGs





### 3.3.1 The stakeholder engagement

In order to identify material sustainability issues, the company has triggered a process of listening to its stakeholders. They were selected and identified by each function manager, in coordination with the company management. The different categories of stakeholders are engaged in different ways, based on the type of stakeholder. For the purposes of drafting the materiality matrix, some specific stakeholders (employees, customers, communities, consultants, suppliers, credit institutions, schools, associations and the local area...) were called, through a dedicated survey, to vote on a series of potential impact for the creation of shared value. The engagement process brought out ideas and additions that enriched the topics relevant to the company's sustainability, as well as offering reflections on potential mutual commitment on common paths.

#### STAKEHOLDER ENGAGEMENT

Sustainability means creating value:

- to be shared with our **stakeholders**
- to be maintained over time  
for **future generations**

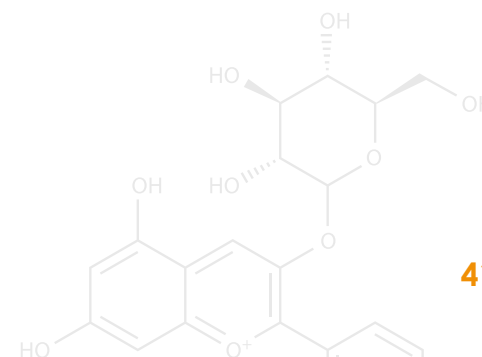
We believe it is essential to engage our stakeholders in defining our strategy and goals, in order to meet the expectations of the people and organizations who choose us. With a view to designing our sustainability strategy, we have implemented a process of listening to our stakeholders. They were selected and



identified by each department manager, in co-ordination with the company management.

## TEN CATEGORIES WERE USED

Employees, customers, community, suppliers, credit institutions, schools, NGOs, contractors, trade associations and unions. The **REPORTING PROJECT**, the **MATERIALITY PROCESS** and the **VOTING METHODOLOGY** were illustrated to the stakeholders through dedicated virtual meetings. The meetings with the stakeholders have brought out ideas and additions that have further developed the issues relevant to the company's sustainability of the, as well as offering reflections of potential mutual commitment on common paths.





### 3.3.2 The Materiality Matrix

Through the materiality process it was possible to identify, among the significant topics, those that are actually “material”, i.e. relevant for the company.

Stakeholders were asked to give a vote (from 1 to 10) based on the minor or major impact of each issue on the company's ability to produce value in the medium to long term. The table shows the topics submitted for voting, while the figure shows the materiality matrix, in which the results of the Management Team's votes are shown on the horizontal axis, while the averages of the votes of the various categories of stakeholders are shown on the vertical axis. The analysis of the material topics was conducted taking into consideration Bionap's strategic direction and assessing the extent of the impacts that they could have on the strategy, governance, performance and prospects of the organization. The 10 material topics identified therefore constitute a fundamental part in planning one's own path towards corporate sustainability, while those considered to be of strategic importance in the creation of value are shown in the upper right-hand quadrant of the matrix.



This analysis identified 10 material matters, while those considered by our Company to be of strategic importance in the creation of value are those highlighted.

## THE SELECTED MATERIAL MATTERS

**Raw material procurement**

**Carbon footprint**

**Waste**

**Human capital**

**Product quality and safety**

**Stakeholders engagement**

**Economic performance**

**Governance**

**Innovation**

**Compliance**

Atmospheric emissions

Packaging

Energy

Healthy, safe and pleasant workplace

Welfare, diversity and inclusion

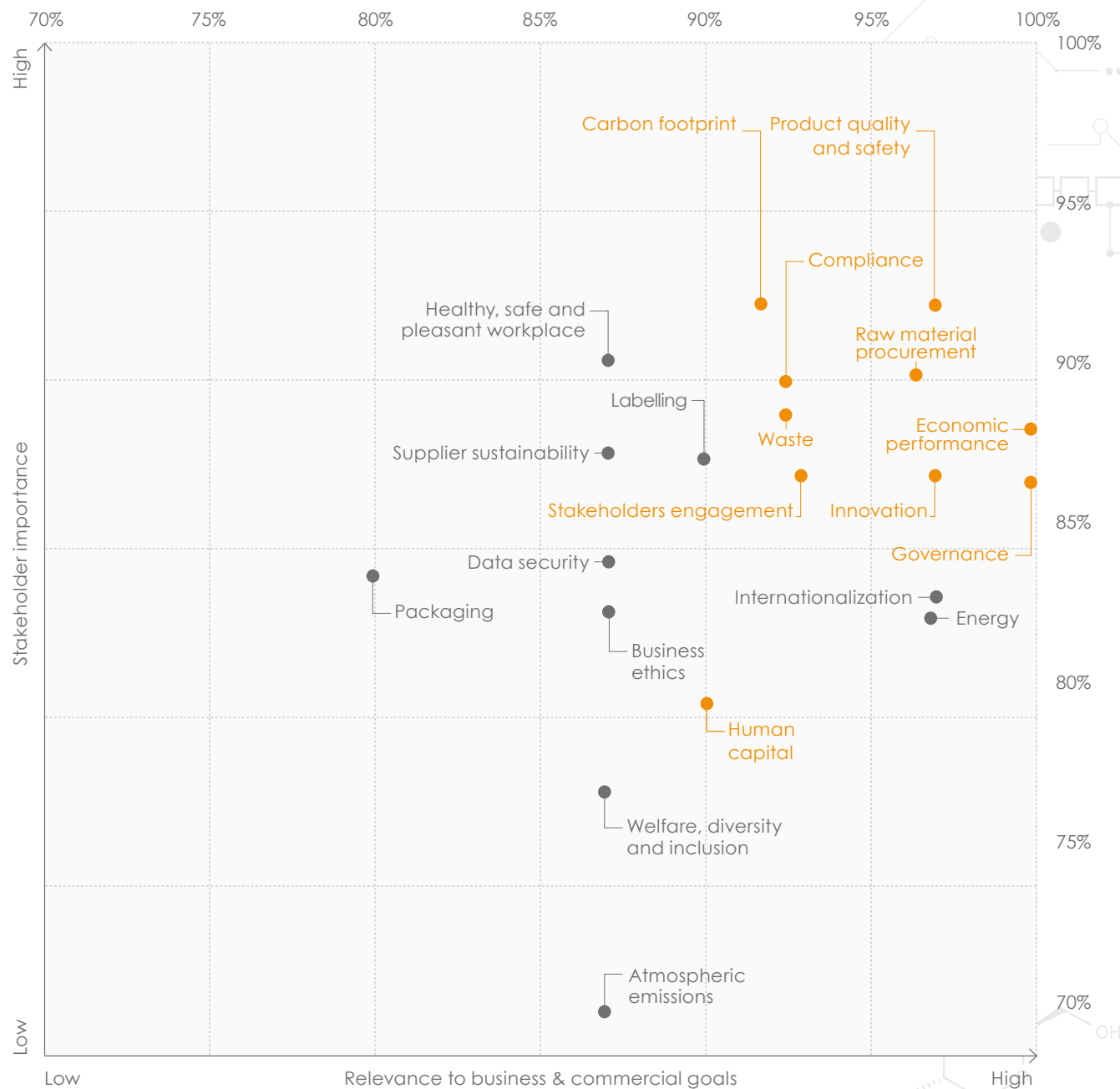
Supplier sustainability

Labelling

Internationalization

Business ethics

Data security







## THE BUSINESS MODEL





### 3.4 Strategy and resource allocation

Sustainability is thus a central element in our vision of the future.

We have developed our sustainability strategy by defining long-term ambitions in the three dimensions of sustainability:

#### ENVIRONMENTAL

regeneration  
of natural resources

We are moving towards a turning point in the way we operate. In order to reduce our environmental impact, we will work on our production processes, and the traceability of our supply chain, in order to control emissions and waste. Our scopes of action will be: actions to mitigate climate change, enhancement of the circular economy and protection of biodiversity.



#### SOCIAL

respect and support  
for communities

To improve quality of life in the communities we operate in and co-operate with, we have planned social responsibility initiatives in order to promote equal opportunities, cover the gender gap, and implement inclusion of diversity. Our scopes of action will be: training courses for our employees, continuous improvement to ensure a healthy and comfortable working environment, increasing investment in scientific clinical studies in order to offer even safer ingredients for human health and wellness.



#### GOVERNANCE

broadening the  
business horizons for our  
stakeholders

Sustainability also means creating shared economic value. Our culture, based on science and technology know-how and driven by innovation, is what allows us to strengthen our financial performance, which is transparently documented to stakeholders.





## 4. ESG PERFORMANCES

- 4.1 Our Commitment for the Environment
  - 4.1.1 The Company's Performances
- 4.2 Social Sustainability
  - 4.2.1 The Company's Performances
- 4.3 The Economic Sustainability
  - 4.3.1 The Company's Performances

The 2022 and 2023 performances are outlined in the ESG dimensions. For each dimension, performances are measured following the GRI standards combined with the UN Sustainable Development Goals (SDGs).



#### 4.1 Our Commitment for the Environment

Environmental sustainability focuses on the conservation and responsible management of natural resources and ecosystems. It emphasizes the prudent use of resources, reduction of pollution, mitigation of climate change, and protection of biodiversity. Environmental sustainability aims to preserve ecological balance, ensure resource availability for future generations, and create a healthy and livable environment for all living beings.



##### NATURAL CAPITAL

###### Material issues

- Raw material procurement
- Waste
- Carbon Footprint

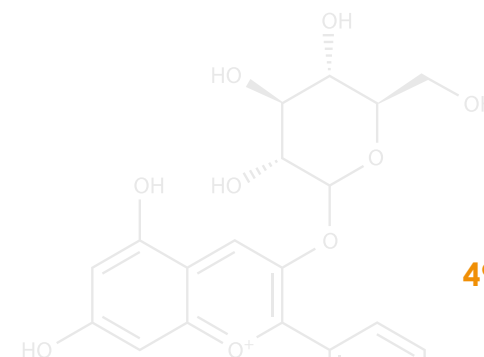
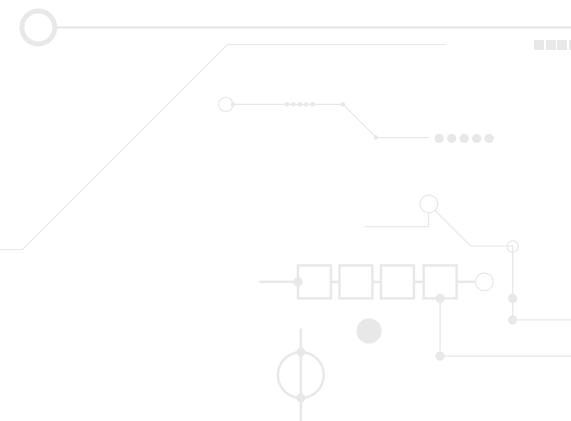
###### SDGs





As Bionap, we are moving towards an environmental shift in our operations. With the aim of reducing our environmental impact, we will focus on our production processes and supply chain traceability, emissions and waste control. Our areas of intervention will include actions to mitigate climate change, water preservation, enhancing the circular economy, and protecting biodiversity:

- **Raw material procurement:** widening the traceability **scope**, particularly in the upstream process, by enhancing the **supply-chain sustainability compliance**. This will be possible through a **traceability process** automation in the mid-long term. In the short term, the company goal is to prioritise local products and by-products.
- **Waste:** the shared value creation process in the long term is focused on **enhancing the Company “circularity”**, while in the short term Bionap are willing to improve its manufacturing “circular” process to **minimize non-recoverable waste**.
- **Water:** over the past few years, the company has also invested in the engineering of a sustainable production system regarding the water consumption. The new system will allow for the previous disposal to now be cleaned and reintroduced upstream, resulting in significant water reclamation. Compared to the baseline data, where 50k liters per day were disposed of, the goal is to be able to reuse the 70% out of them.
- **Carbon Footprint:** in 2021 we started the carbon footprint analysis to evaluate the gas emissions caused by the manufacture of our products. The next years goal is to set an agenda for offsetting programs by targeting the carbon reduction in the mid-term.

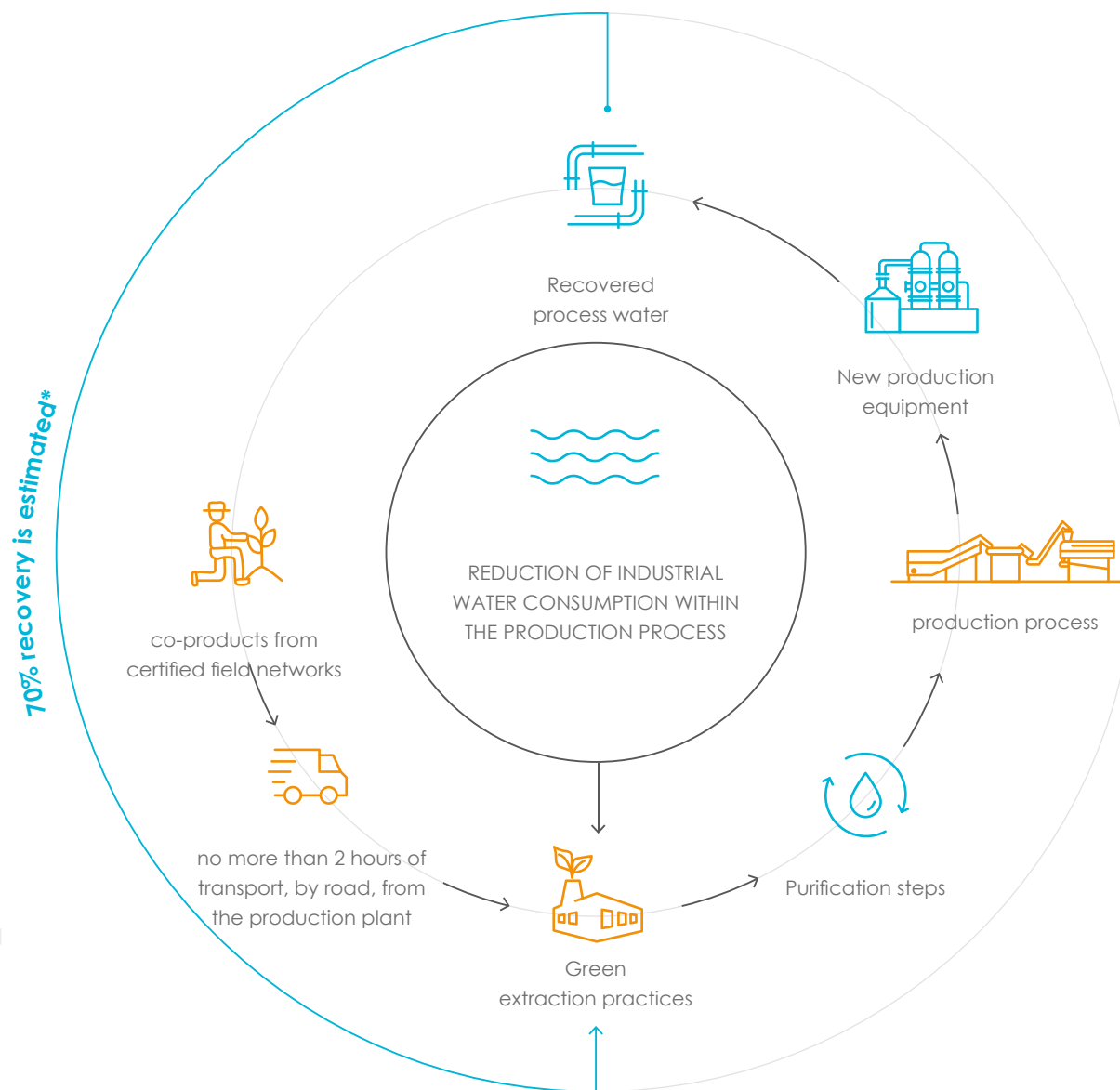




A circular economy does more with less, keeps products and materials in use, and regenerates natural systems.



## CIRCULAR ECONOMY AND WATER RECOVERY SYSTEM



Bionap has adopted a circular economy approach by introducing an innovative industrial process. Aware of the substantial water consumption required, through in-depth internal studies, the company has devised a Water Recovery System to reduce the purchase of industrial water from external sources. This production process stands out for its eco-sustainability, as it adopts green production practices: through various purification stages, the process water is treated and reused in the production process, thanks to the new recovery plant. Only a small residual portion of the process water needs to be disposed of, while the rest is reintegrated into the sustainable production cycle.

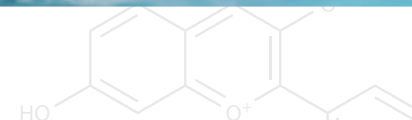
Extending the industrial process to circular practices brings numerous advantages. Firstly, a significant reduction in disposal costs is expected since the amount of process water to be disposed of is considerably reduced. This leads to a decrease in environmental impacts associated with the disposal of

industrial wastewater.

Furthermore, thanks to the Water Recovery System, there is a remarkable reduction in industrial water consumption. This not only optimizes the use of water resources but also contributes to the preservation of available water resources, which are valuable and limited. Another benefit of this system is the creation of a circular loop, where treated process water is reused in the production. This contributes to an overall efficiency of the production process, reducing dependence on external

resources and promoting a sustainable management of internal resources within the company.

Overall, the adoption of this industrial process based on the circular economy leads to a significant reduction in environmental impact, both through reduced water consumption and decreased wastewater disposal. This will allow Bionap to operate more sustainably, meeting environmental conservation goals.





### Focus on Circular Economy

Bionap is at the forefront of the circular economy, enthusiastically embracing the Butterfly Diagram by the Ellen MacArthur Foundation. This diagram comprehensively represents the concept of a circular economy, with a central focus on preserving and regenerating natural resources. Leveraging the biological and regenerative cycles depicted in the butterfly diagram, Bionap has developed its production processes towards a fully sustainable future. Bionap's approach revolves around creating products that are 100% circular, meticulously designed to minimize environmental impact and maximize sustainability throughout their entire lifecycle. From the selection of raw materials every step is carefully planned to ensure responsible resource usage, waste reduction, and avoiding overconsumption.

With a deep understanding of natural processes and biodiversity, Bionap has established a productive ecosystem

where waste is regarded as valuable resources and renewable energies drive their operations. This holistic approach allows them to deliver high-quality products that are entirely circular and have zero negative impact on the environment.

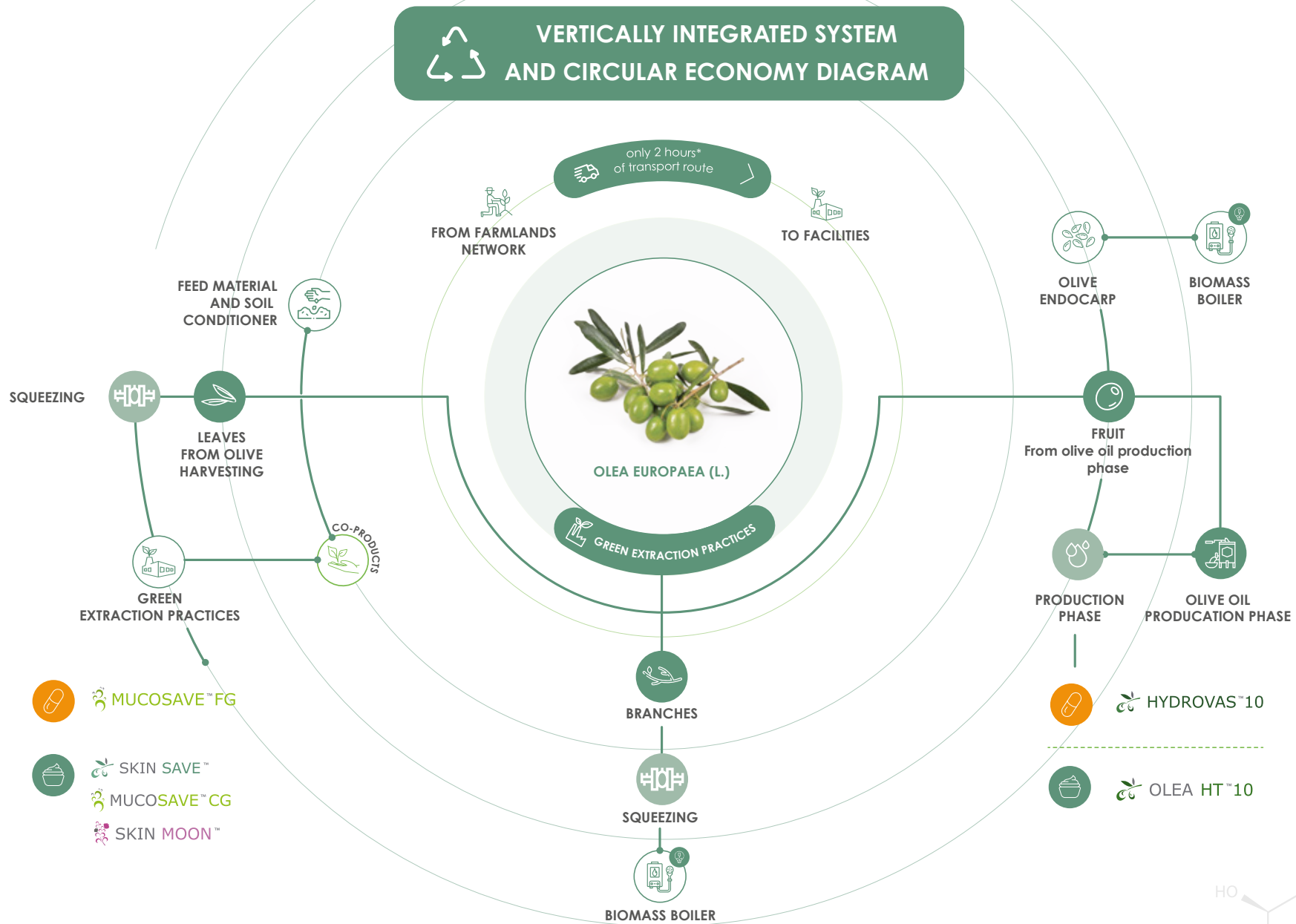
Through a synergy of technological innovation, scientific research, and environmental responsibility, Bionap is redefining industry standards, proving that economic growth can coexist harmoniously with nature. Their products exemplify how a circular economy can be the key to a sustainable future, placing the well-being of the environment and people at the core of every decision-making process.



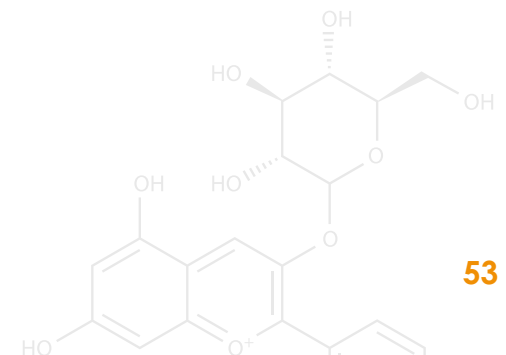
SDGs

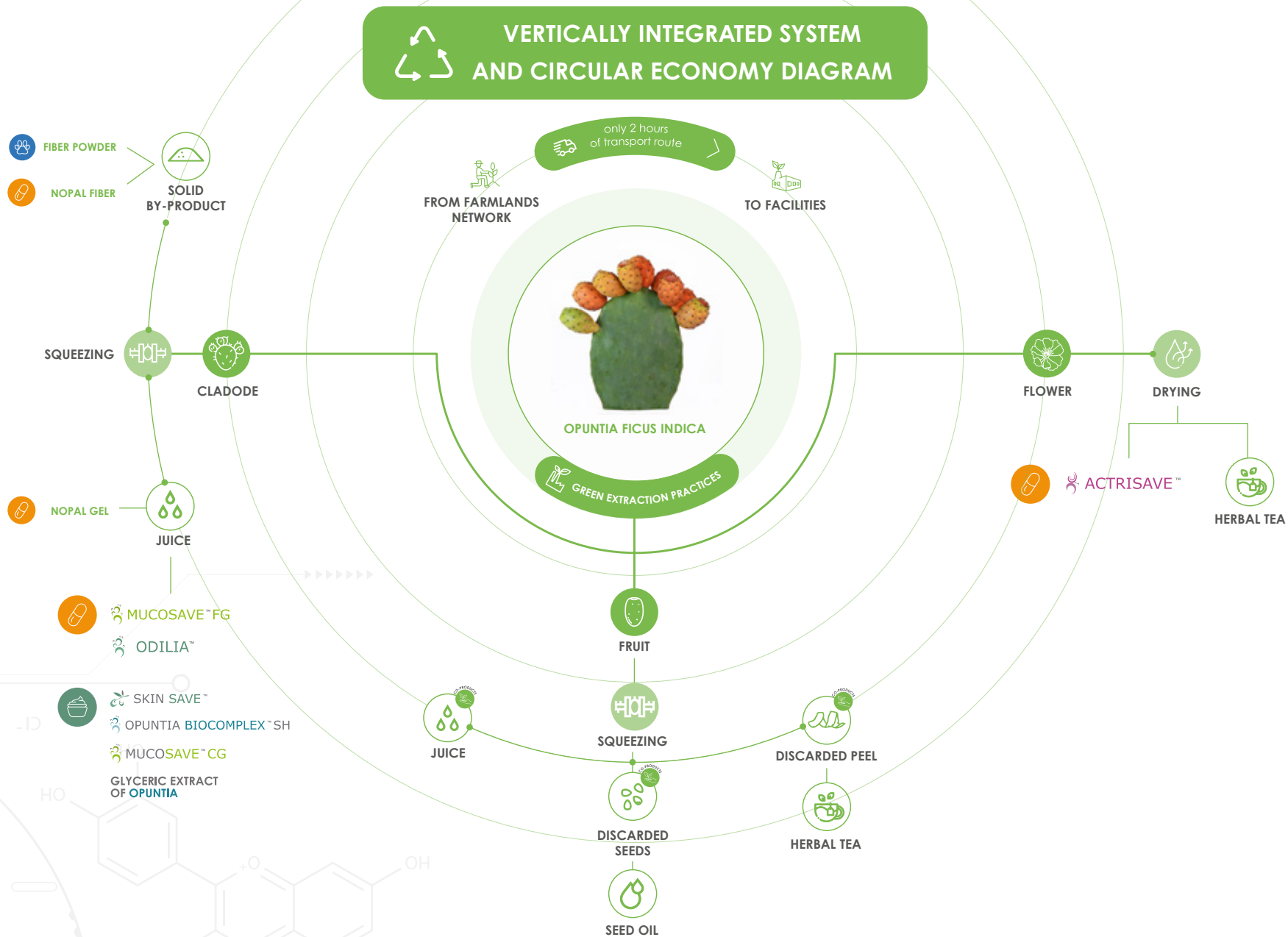






Vertically Integrated system – BIONAP - BONISER





Vertically Integrated system – BIONAP - BONISER

## 4.1.1 The Company's Performances

GRI 302-1 Energy consumption within the organization				
	Units of measurement	2021	2022	2023
<b>a. Total energy consumption within the organization from non-renewable sources (fossil fuels)*</b>	GJ	4886,7	6573,9	6212,1
of which Natural gas	GJ	2251,7	6377,6	6038,8
of which LPG	GJ	2635	0	0
of which Diesel	GJ	0	196,4	173,4
of which Consumption of energy which has been purchased from non-renewable sources	GJ	0	0	0
<b>b. Total energy consumption within the organization from renewable sources</b>	GJ	2438	2659,3	3284,9
Consumption of energy which has been purchased from renewable sources	GJ	2438	2659,3	3284,9
Consumption of self-produced renewable energy	GJ	0	0	0
Total energy consumption of the organization	GJ	7324,6	9233,2	9497
Renewable energy as a percentage of the total	%	33,3%	28,8%	34,6%

\*Conversion factors taken from the "Tabella dei parametri standard nazionali per il monitoraggio e la comunicazione dei gas ad effetto serra", 2021 (ISPRA, Min. Transizione Ecologica).

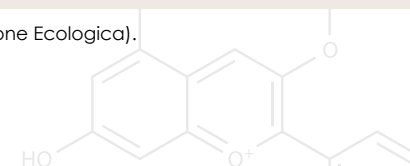
GRI 302-3 Energy intensity				
	Formula	2021	2022	2023
Energy intensity	Energy consumption (GJ) / Sales (MLN €)	571,3	681,1	718,5
	Energy consumption (GJ) / Tons of product	59,1	62,6	67,4

GRI 305-1 Direct (Scope 1) GHG emissions				
Type of Emissions	Type of Emissions	2021	2022	2023
SCOPE 1 - Direct Emissions*	tCO <sub>2</sub> eq	300,2	372,4	351,7
SCOPE 2 - Energy Indirect Emissions (Location based)**	tCO <sub>2</sub> eq	174,3	217,9	269,2
SCOPE 2 - Energy Indirect Emissions (Market based)***	tCO <sub>2</sub> eq	0	0	0
Total emissions Located Based GHG	tCO <sub>2</sub> eq	474,5	590,3	620,9
<b>Total emissions Market Based GHG</b>	tCO <sub>2</sub> eq	300,2	372,4	351,7

\*Conversion factors taken from the "Tabella dei parametri standard nazionali per il monitoraggio e la comunicazione dei gas ad effetto serra", 2021 (ISPRA, Min. Transizione Ecologica).

\*\*Source of conversion factors: report ISPRA 386 (2023), tab 1.13

\*\*\*100% renewable energy



### GRI 305-4 GHG emissions intensity

#### MARKET BASED

Type of Emissions	Units of measurement	2021	2022	2023
Emissions intensity	Energy consumption (GJ) / Sales (MLN €)	23,4	27,5	26,6
	Energy consumption (GJ) / Tons of product	2,4	2,5	2,5

### GRI 303-3 Water withdrawal

Water Withdrawal	2021	2022	2023
Third party water	21,4 ML	16,6 ML	26,1 ML

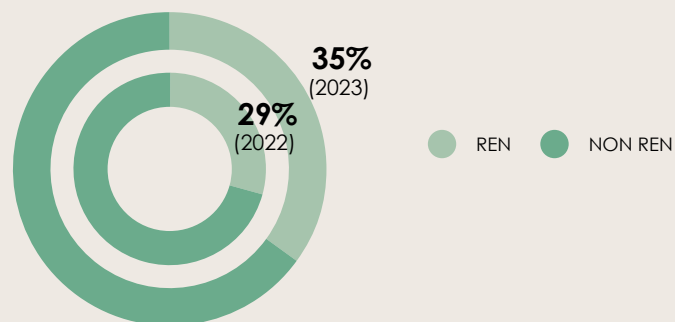
### GRI 306-5 Waste directed to disposal

	Units of measurement	2021	2022	2023
Total waste generated*	ton	2515,2	2576,8	2175,7

\*All waste are directed to disposal and only 6,9 t of the total are hazardous waste in 2023



### GRI 302-1 - Total energy consumption within the organization from renewable sources







“

Despite the uncertain global economic landscape we confirm our commitment with the aim of driving change toward a regenerative planet and thriving communities and broadening the business horizons for our stakeholders.

”



## 4.2 Social Sustainability

Social sustainability concerns equity, social justice, and the well-being of people. It focuses on promoting inclusive communities, protecting human rights, eliminating inequalities, and fostering diversity and inclusion. Social sustainability cares about active citizen engagement, quality of life, access to essential services such as education and healthcare, and the promotion of harmonious relationships among people and with the surrounding environment.

Human resources are the driver of Bionap's success: people are the pillars for a growth strategy through continuous training, the main tool to develop employees' soft and hard skills. Bionap's people represent the first pillar of the sustainability plan, and the short-mid and long-term goal is to **reinforce the company's know-how** and skilled workforce attraction. By pursuing this goal, Bionap will address the other two sets of goal embedded in the plan, which are **customer satisfaction**

and the **safety for the end users**, by manufacturing quality ingredients.

### Bionap's partnership with the ZeroCO2 project:

Bionap demonstrates a strong commitment to social sustainability through its support of ZeroCO2 projects aimed at regenerating biodiversity in the region. Their dedication extends to Tanzania, where they have invested in significant initiatives involving the women of the Masai tribe. This holistic approach not only helps reduce the company's environmental impact but also promotes sustainable development within the local context. This active involvement of women enhances the project's social sustainability by empowering them within the tribe, fostering an inclusive and responsible approach to environmental conservation and the enhancement of human resources.

## 4.2.1 The Company's Performances

This table refers to the employees of the Italian branch:

### GRI 2-7 eMPLOYEES

Markers	Units of measurement	2021			2022			2023		
Work force composition		Women	Man	Total	Women	Man	Total	Women	Man	Total
Total number of employees	number	12	24	<b>36</b>	12	25	<b>37</b>	14	24	<b>38</b>
Total number of permanent employees	number	12	24	<b>36</b>	11	25	<b>36</b>	13	24	<b>37</b>
Total number of temporary employee	number	0	0	<b>0</b>	0	1	<b>1</b>	1	0	<b>1</b>
Total number of employees with non-guaranteed hours	number	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Total number of full-time employees	number	12	23	<b>35</b>	11	25	<b>36</b>	14	24	<b>38</b>
Total number of part-time employees	number	0	1	<b>1</b>	1	0	<b>1</b>	0	0	<b>0</b>

### GRI 401-1 New employee hires and employee turnover

New employee hires	2021	2022	2023	Employee turnover	2021	2022	2023
Woman	1	1	1	Woman	1	0	0
Men	1	2	1	Men	3	1	2
< 30 years old	2	2	1	< 30 years old	0	0	1
30 to 50 years old	0	1	1	30 to 50 years old	3	1	1
> 50 years old	0	0	0	> 50 years old	1	0	0
<b>Total new employee hires</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>Total employee turnover</b>	<b>4</b>	<b>1</b>	<b>2</b>
Rate of new employee hires	6%	8%	5%	Total waste generated	11%	3%	5%

**GRI 403-9 Work-related injuries**

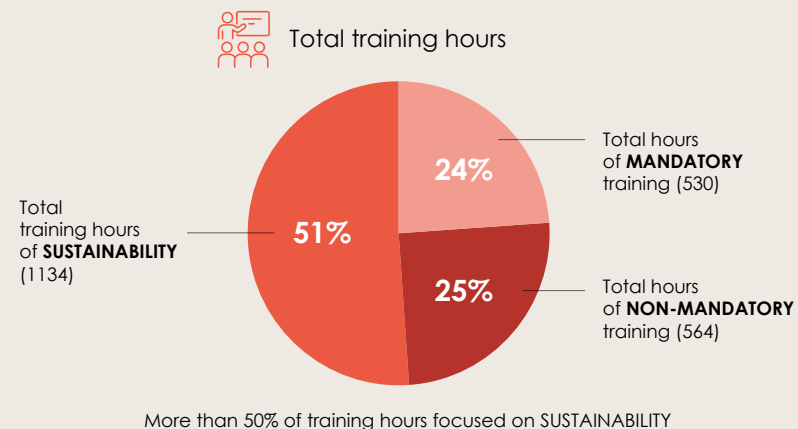
	2021	2022	2023
Deaths as a result of work-related accidents	0	0	0
Work-related accidents with serious consequences	0	0	0
Recordable work-related accidents	0	0	2
Rate of recordable work-related accidents*	0	0	31
Main types of work-related accidents	-	-	Fracture, cervical pain
Number of hours worked	57750	61050	64565

\* rate calculated on a 1,000,000 basis

GRI 404-1 Average hours of training per year per employee

	2023			By employee category	2023	%hours by category	By type of training	2023
	Women	Men	Total	Total training hours: Manager	1207	54%	Average hours of MANDATORY training	14
Average hours of training	68	55	60	Total training hours: Clerk	849	38%	Total training hours MANDATORY	530
Total hours of training	956	1272	2228	Total training hours: Worker	172	8%	Average hours of NON-MANDATORY training	46
% hours by gender	43%	57%					Total hours of NON-MANDATORY training	1698

By type of training	2023
Average hours of SUSTAINABILITY training	31
Total training hours of Sustainability	1134





## GRI 405-1 Diversity of governance bodies and employees

### Composition of total employees by gender and age

2023

Total number of employees:	38
Women	37%
Men	63%
< 30 years old	14%
30 to 50 years old	81%
> 50 years old	5%

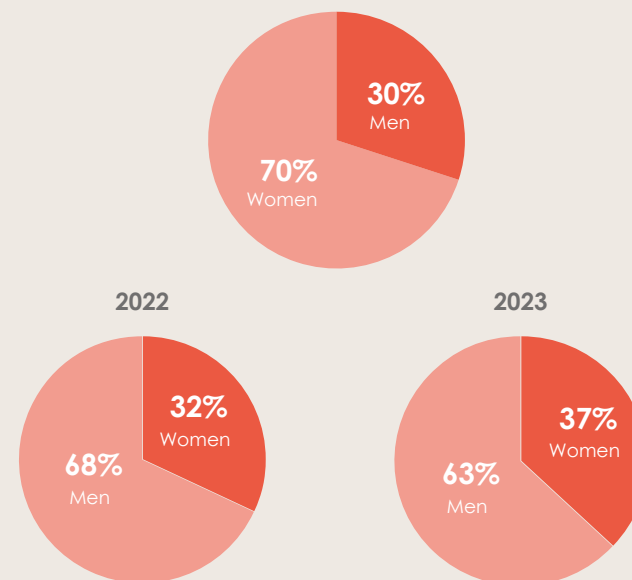
### Composition of Middle management by gender and age

2023

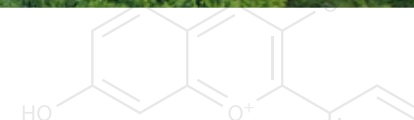
Total number of middle managers:	10
Women	70%
Men	30%
< 30 years old	0%
30 to 50 years old	90%
> 50 years old	10%



### Composition of Middle management by gender



% of women within the company population





## Focus on the project “New roots in Tanzania, with the Masai women”

### Why Tanzania?

Tanzania is a sub-Saharan country with nearly 60 million inhabitants. Trees are a fundamental resource for the livelihood of the population. Forests in Tanzania cover 35% of the territory, but the deforestation rate is alarmingly close to 1.5% annually. The country has lost approximately 25% of its forest cover in the last 30 years. The main causes of deforestation are intensive agriculture and the timber industry, with illegal logging taking place in local forests and primarily used for energy production.

### Zero CO2 in Tanzania with the Masai women

ZeroCO2's reforestation projects have arrived in Tanzania, specifically in the villages of Lendikinya and Arkaria in the Monduli District of the Arusha Region. The Monduli District is a small cluster of villages on a plateau in the Great Rift

Valley, situated between the Serengeti plain, Ngorongoro crater, Lake Manyara, Olduvai Gorge, Tarangire National Park, and Mount Kilimanjaro.

The trees and grasslands are managed unsustainably, cleared for firewood, and used for livestock grazing. Biodiversity is declining, soil erosion and compaction are occurring rapidly, leading to high rates of runoff. Water has historically been a limited resource, and the frequency of rainfall has significantly decreased, making agricultural production increasingly difficult. Climate change has intensified the unpredictability of the dry and wet seasons, resulting in more frequent extreme weather events such as droughts and heavy rains.

The region is primarily inhabited by rural Masai communities, who rely on agriculture and livestock for their primary livelihood. As is typical in Masai communities, women are responsible for food production, cooking, household





chores, and fetching water and firewood for hours on end. They have limited financial resources and, in most cases, hold low social status within their families and communities.

Currently, the community lacks mechanisms to adapt to climate change, leading to increased community instability. Furthermore, the diets of most families in the region lack key vitamins and nutrients due to the near absence of fruit and vegetable consumption. The agroforestation project can, therefore, help address many of the environmental issues in this area while simultaneously stimulating economic development and enhancing food security.





### 4.3 The Economic sustainability

Economic and Governance sustainability refers to a system that meets the needs of the present generation without compromising the ability of future generations to meet their own needs. This involves promoting a circular economy, where materials and resources are used efficiently, waste is reduced and recycled, and economic equity is fostered. Economic sustainability aims to create long-term value, promote innovation, and ensure social prosperity without depleting the planet's resources.

Over the years Bionap increased the ability to constantly innovate particularly for the customer safety and protection. The material matters indicated innovation, compliance governance and economic performance as the key factors in the short-medium-long term. Hence, the commitment inside the sustainability plan is articulated as follows: **Governance** enhancement by managing the company's system of roles, responsibilities; this also includes

the resources' identification for a strong "Sustainability" management. In the mid-term Bionap's goal is to implement an ERP system Compliance: this was also indicated by the main stakeholders and became one of the Company's commitment.

**Innovation** by defining a management system to monitor activities, to protect the company know-how and the achievements.

**Economic Performance** by managing "sustainable" economic value through GRI indicators.



### 4.3.1 The Company's Performances

#### GRI 201-1 Direct economic value generated and distributed

	Water Withdrawal	units of measurement	2022	2023
<b>A</b>	<b>Direct economic value generated</b>	€	13.801.791 €	13.978.195 €
A1	<b>Net sales</b>	€	13.322.095 €	13.322.196 €
A2	Revenues from <b>financial investments</b>	€		
A3	<b>Other</b> revenues	€	479.696 €	655.999 €
<b>B</b>	<b>Economic value distributed</b>	€	12.941.340 €	13.233.571 €
B1	Operating costs	€	9.944.848 €	10.187.313 €
B2	Employee wages and benefits	€	2.299.445 €	2.198.894 €
B3	Payments to capital providers	€	69.066 €	76.296 €
B4	Payments to governments	€	615.981 €	767.068 €
B5	Community investments	€	12.000 €	4.000 €
<b>A-B</b>	<b>Economic value retained</b>	€	860.451 €	744.624 €

#### GRI 201-4 Financial assistance received from government

The table refers to the: Italian Government

	Units of measurement	2022	2023
Tax reliefs and deductions	€	266.435 €	128.980 €
Investment, research and development grants and other relevant forms of contributions	€	566.211 €	549.619 €

#### GRI 204-1 Proportion of spending on local suppliers

Expenditure made to suppliers of raw materials and subsidies established in Sicilia and Calabria	<b>2023</b> 91%
--	--------------------

#### In the two-year reporting period (2022-2023), there were no incidents related to the following GRIs:

417-2 Incidents of non-compliance concerning product and service information and labeling	
417-3 Incidents of non-compliance concerning marketing communications	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
2-27 Compliance with laws and regulations	Corrispettivo ESRS (standard europei) -> ESRS E2-4; S1-17; G1-4;

The financial and economic data refer to the official financial statements 2022 and 2023



# 5. METHOD AND REFERENCES

- 5.1 Boundaries of the Integrated Report
- 5.2 Editing and Drafting Principles
- 5.3 GRI Content Index
- 5.4 Glossary



### 5.1 Boundaries of the Integrated Report

This Integrated Report examines the ways in which it operates to create value over time, providing an overview of the strategies, objectives and performances relating to the organization's ability to create value. The time span considered for information relating to reporting aspects is 2020-2022 and includes data for the Bionap. Being the second edition of the Integrated Report for BIONAP S.r.l., there will be relevant activities of the "sustainable" commitment carried out in 2022 which are part of Bionap's sustainability three-year plan.

### 5.2 Editing and Drafting Principles

The drafting of the Document is inspired by various principles that refer to frameworks, standards and typical indicators of sustainability reporting:

the **International Reporting Framework (<IR>)** published by the International Integrated Reporting Council (IIRC) for the part relating to the strategic focus and future orientation, the relationship

with stakeholders and the materiality, reliability and completeness of the information

The **Global Reporting Initiative (GRI, GRI-Referenced option)** for measuring performance

to the **Sustainable Development Goals (SDGs)** of the United Nations with reference to the implications of the relevant issues on the Sustainable Development Goals.



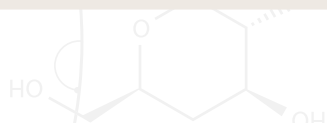


### 5.3 GRI Content Index

Declaration of use	Bionap S.r.l. has reported the information cited in this GRI content index for the period from January 1 2022 to December 31 2023 with reference to the GRI Standards.
Use of GRI 1	GRI 1 - FOUNDATION - 2021

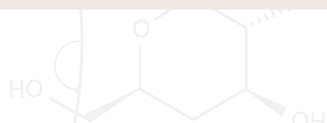
STANDARD GRI	DISCLOSURE	LOCATION
GRI 2 - General disclosures - 2021	<b>2-1 Organizational Details</b>	<b>Page 14</b>
	<b>2-2 Entities included in the organization's sustainability reporting</b>	<b>Page 14-15</b>
	2-3 Reporting period, frequency, and contact point	
	2-4 Restatement of information	
	2-5 External assurance	
	<b>2-6 Activities, value chain and other business relationships</b>	<b>Page 32-37</b>
	<b>2-7 Employees</b>	<b>Page 59</b>
	2-8 Workers who are not employees	
	<b>2-9 Governance structure and composition</b>	<b>Page 22-23</b>
	2-10 Nomination and selection of the highest governance body	

STANDARD GRI	DISCLOSURE	LOCATION
GRI 2 - General disclosures - 2021	<b>2-11 Chair of the highest governance body</b>	<b>Page 22-23</b>
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	
	2-15 Conflicts of interest	
	2-16 Communication of critical concerns	
	2-17 Collective knowledge of the highest governance body	
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	<b>2-22 Statement on sustainable development strategy</b>	<b>Page 4-5 , 45-47</b>
	<b>2-23 Policy commitments</b>	<b>Page 24-29</b>



STANDARD GRI	DISCLOSURE	LOCATION
GRI 2 - General disclosures - 2021	<b>2-24 Embedding policy commitments</b>	<b>Page 24-29</b>
	2-25 Processes to remediate negative impacts	
	2-26 Mechanisms for seeking advice and raising concerns	
	<b>2-27 Compliance with laws and regulations</b>	<b>Page 65</b>
	2-15 Conflicts of interest	
	2-28 Membership associations	
	2-29 Approach to stakeholder engagement	Page 40-41
	2-30 Collective bargaining agreements	
GRI 3 - Material topics - 2021	<b>3-1 Process to determine material topics</b>	<b>Page 42-43</b>
	<b>3-2 List of material topics</b>	<b>Page 43</b>
GRI 201: Economic performance - 2016	<b>201-1 Direct economic value generated and distributed</b>	<b>Page 65</b>
	<b>201-4 Financial assistance received from the government</b>	<b>Page 65</b>

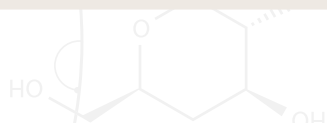
STANDARD GRI	DISCLOSURE	LOCATION
<b>GRI 418: Customer privacy - 2016</b>	<b>418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data</b>	<b>page 65</b>
GRI 414: Supplier Environmental Assessment - 2016	308-1 New suppliers that have been screened using environmental criteria	
GRI 414: Supplier Social Assessment - 2016	414-1 New suppliers that have been screened using social criteria	
GRI 205: Anti-corruption - 2016	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training on anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	
<b>GRI 302: Energy - 2016</b>	<b>302-1 Energy consumption within the organization</b>	<b>page 55</b>
	<b>302-3 Energy intensity</b>	<b>page 55</b>
<b>GRI 303: Water and effluents - 2018</b>	<b>303-3 Water withdrawal</b>	<b>page 55</b>





STANDARD GRI	DISCLOSURE	LOCATION
GRI 305: Emissions - 2016	<b>305-1 Direct greenhouse gas (GHG) emissions (Scope 1)</b>	<b>page 56</b>
	<b>305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)</b>	
	<b>305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)</b>	
	<b>305-4 Greenhouse gas (GHG) emissions intensity</b>	<b>page 56</b>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
GRI 301: Materials - 2016	301-1 Materials used by weight or volume	
	301-2 Recycled input materials used	
<b>GRI 306: Waste - 2020</b>	<b>306-3 Waste generated</b>	<b>page 56</b>

STANDARD GRI	DISCLOSURE	LOCATION
<b>GRI 416: Customer health and safety - 2016</b>	416-1 Assessment of impacts on health and safety of categories of products and services	
	416-2 Non-compliance incidents related to health and safety impacts of products and services	
<b>GRI 417: Marketing and labelling - 2016</b>	417-1 Labeling requirements and information on products and services	
	<b>417-2 Non-compliance incidents regarding labeling requirements and information on products and services</b>	<b>page 65</b>
	<b>417-3 Non-compliance incidents regarding marketing communications</b>	<b>page 65</b>
<b>GRI 401: Employment - 2016</b>	<b>401-1 New employee hires and employee turnover</b>	<b>page 59</b>
	401-2 Benefits for full-time employees not available to temporary or part-time employees	
GRI 402: Management of labor and trade union relations - 2016	402-1 Minimum notice periods regarding operational changes	
<b>GRI 405: Diversity and equal opportunities - 2016</b>	<b>405-1 Diversity in governance bodies and among employees</b>	<b>page 61</b>
GRI 406: Non discrimination - 2016	406-1 Incidents of discrimination and corrective actions taken	
<b>GRI 404: Training and Education - 2016.</b>	<b>404-1 Average number of training hours per employee per year</b>	<b>page 60</b>



STANDARD GRI	DISCLOSURE	LOCATION
GRI 404: Training and Education - 2016.	404-2 Employee skills upgrading and transition assistance programs	
	404-3 Percentage of employees receiving regular performance evaluations and professional development assessments	
<b>GRI 403: Occupational Health and Safety 2018.</b>	403-1 Occupational health and safety management system	
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships commerciali	
	403-8 Workers covered by an occupational health and safety management system	
	<b>403-9 Work-related injuries</b>	<b>page 60</b>

STANDARD GRI	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018.	403-10 Work-related ill health	
<b>GRI 204: Procurement practices 2016.</b>	<b>204-1 Proportion of spending on local suppliers.</b>	<b>page 65</b>

## 5.4 GLOSSARY

**Capital:** Six types of resources through which the company can create value:

- Financial: the financial resources (forms of financing, equity, etc.) through which to produce goods or services;
  - Productive: physical resources (buildings, plants, equipment) used to produce goods or services;
  - Intellectual: intangible resources corresponding to organizational capital and the value of knowledge;
  - Human: skills, abilities and experience of people and their motivation to innovate
- Social and relational: ability to share information to increase

individual and collective well-being;

- Environmental: Environmental processes and resources that provide goods or services for the success of an organization.

**ESG (Environmental, Social, Governance):** indicates the dimensions of sustainability with which the activities of an organization are evaluated, not only from an economic and governance point of view, but also from an environmental and social point of view.

**Business model:** Organizational system through which an organization, through

its business activities, transforms inputs into outputs and outcomes (impacts) and which aims to satisfy the organization's strategic goals and create value in the short, medium and long term.

**Governance:** The person(s) or organisation(s) (e.g. the board of directors or a corporate trustee) with responsibility for overseeing the strategic direction of an organization and its accountability and stewardship obligations. For some organizations and jurisdictions, those charged with governance may include executive management.



**Inputs:** Capitals (financial and non-financial resources) from which the organization draws for its commercial activities.

**Integrated reporting:** An integrated thinking-based process that results in an organization's integrated periodic reporting on value creation, retention, or erosion over time, as well as communications related to aspects of value creation.

**Outcomes (Impacts):** The internal and external (positive and negative) consequences on capitals as a result of an organization's business activities and results.

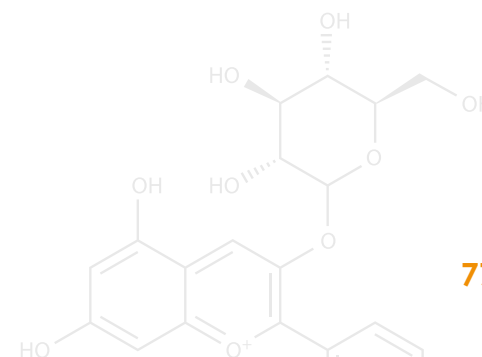
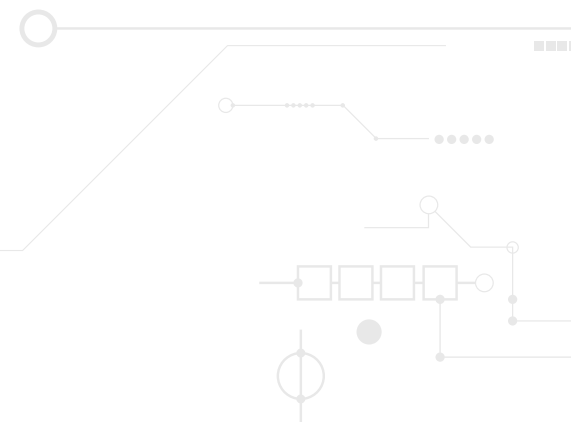
**Outputs:** The products and services generated by an organization, and any by-products and waste.

**Performance:** The results of an organization relating to its strategic objectives and its results in terms of its effects on capital.

## **SDGs (Sustainable Development Goals):**

17 United Nations goals to be achieved by 2030. These goals serve as guidelines for contributing to global development, promoting human well-being and protecting the environment.

**Stakeholders:** Groups or individuals who can reasonably be significantly influenced by the business activities of an organization, by the outputs or results of an organization or whose actions can reasonably have a significant impact on the organization's ability to create value over time. Stakeholders can include providers of financial capital, employees, customers, suppliers, business partners, local communities, NGOs, environmental groups, legislators, regulators and policy makers.





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