



PIZZOLATO

ORGANIC WINE

SUSTAINABILITY REPORT 2023



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Dear all...

Partners, Employees, Customers and Friends of La Cantina Pizzolato,

this year again we have drawn up our sustainability report, a fundamental tool to generate interest and attention towards the environment, create synergies and promote a long-term vision, in the hope of donating something valuable to future generations. To us, this report represents an annual commitment, which we have been fulfilling since 2017, to report, with great transparency, on the social and environmental impact of our business activities, illustrating our philosophies, policies and commitments towards customers, employees, the environment and our community.

2023 was a year of deep reflection and significant challenges, a year in which we realised that we had strayed too far from our roots, so focused on thinking beyond that we had lost sight of where we started. Our identity is inseparable from the land, it is rooted in organic farming, and here is where we must focus our energies.

As 'custodians of the land' we feel a great responsibility to work with a production system that avoids the exploitation of natural resources, in particular soil, water and air, and instead uses these resources within a sustainable and long-lasting development model.

In the past few years, we have faced very complex challenges due to climate change. The extreme weather conditions put our ability to adapt and our resilience to the test.

However, these difficulties have prompted us to reflect even more on the importance of our work and our commitment to sustainable agricultural practices.

We had to face periods of drought alternating with torrential rains and abnormal temperatures, which made wine production extremely complex. Despite these challenges, our team showed extraordinary dedication and passion, working tirelessly to ensure that our vineyards were looked after in the best possible way.

We sincerely thank all our staff, customers, suppliers and associations who work with us and by our side with commitment and passion, year after year, in the spirit of continuous improvement.

We are committed to 'cultivating values' and spreading them through our testimonies with the aim of raising awareness among more and more people.

We trust that this sustainability report will convey to all of you our convictions, our projects and the challenges we face, day after day, to continue building a more sustainable future together.

With gratitude and hope,

Settimo Pizzolato

**As 'custodians of the land' we
feel a great responsibility to
work with a production system
that avoids the exploitation of
natural resources**

Vision

Winedreamers: organic farming, dreams and research for the future, a dynamic enterprise capable of seeing beyond.

Five generations of history and tradition, combined with a long commitment to sustainable, quality wine production, that step by step accomplish our idea of the future. A journey that began in 1981 with the aim of working with full respect for the environment and enhancing the territory in which we are immersed.

Mission

Constantly committed to the development of innovative and environmentally friendly methods, we aim to create an organic wine that is sustainable in every aspect: from the vine cultivation to the packaging choice.

Firmly rooted in respect and appreciation of the land, just like the strong roots of a vine. Organic cultivation is the solid trunk supporting the entire structure, while trusting relationships with our customers extend like vigorous shoots. The fruits of our work are the tangible results of a future-oriented innovative development.

With an unwavering commitment to healthy and fair farming practices, we carefully control every stage of the production process, from the vineyard to the bottle, without ever forgetting the wines' quality.

Values

EQUITY

**QUALITY AND
AUTHENTICITY**

**HONESTY
AND TRANSPARENCY**

STAFF WELL-BEING

**VALUE
OF HUMAN
RESOURCES**

**CONSUMER
HEALTH AND
SAFETY**

**ENVIRONMENTAL
SUSTAINABILITY**

**RESPECT FOR
BIODIVERSITY**

**HEALTHY AND ORGANIC
AGRICULTURE**

INNOVATION



01 THE PIZZOLATO GROUP

THE PIZZOLATO GROUP

In 2021, we embarked on a significant internal reorganisation process, a transformation driven by the need to adapt to the continued growth and expansion of our brand. This evolution has led to a number of strategic improvements in our operations, enabling us to optimise resources and increase production efficiency.

The creation of the Pizzolato holding company was a fundamental step in this direction, acting as a catalyst for greater cohesion and synergy between family members. This new structure has enabled us to consolidate our activities under one roof, allowing us to keep alive the values and passion that have characterised our work for generations.

Organisational Chart



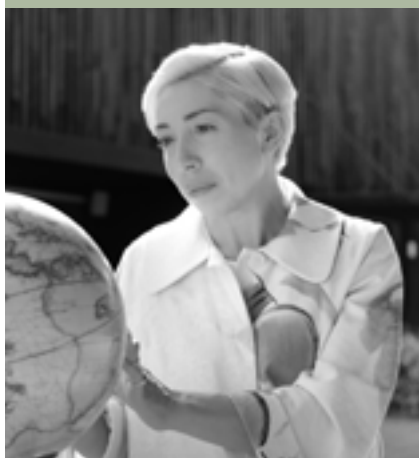
Family members



Settimo Pizzolato

CHAIRMAN AND
MANAGING DIRECTOR

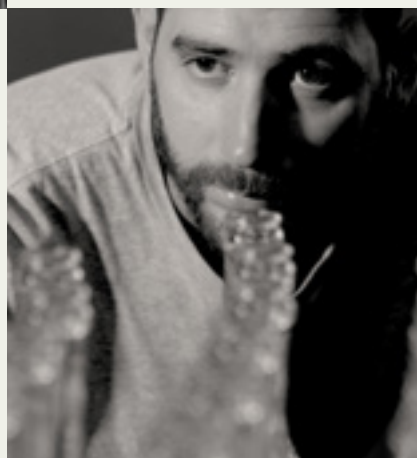
He has been dreaming of organic since the late 1980s, when few dared believe it possible. He has been studying and creating the conditions so that his organic dream can continue to evolve, always accepting new challenges. His open arms invite us to enter this world.



Sabrina Rodelli

DIRECTOR, SALES AND MARKETING
MANAGER AND PERSON IN CHARGE
FOR SUSTAINABILITY

As she spins a globe that turns into a kaleidoscope, she dreams of a winery that is a place to call home. A place from which to go out into the world and contaminate different cultures with the product of our land: Pizzolato organic wine.



Stefania Pizzolato

DIRECTOR, ADMINISTRATION AND
HUMAN RESOURCES MANAGER

Imagine a place where time seems to stand still, offering moments of genuine pleasure, perfect for tasting our organic wines and learning about the history of the family that has been dedicated to wine production for generations.



Federico Pizzolato

DIRECTOR AND
PRODUCTION MANAGER

In the winery, he monitors the pace of production and takes every opportunity to improve and experiment. His dreams are imbued with intense aromas and a constant search for perfection that pushes him ever forward in his wine-making dream.



Edoardo Pizzolato

THE LITTLE ONE OF THE FAMILY, SON
OF SETTIMO AND SABRINA

Pampered by nature in all its splendour and encouraged to dream great things, between a bunch of grapes and a cloud of fantasy, he looks to the future with the vision of a winemaker.



Estates

Villorba and Colle di Val d'Elsa: two regions, two histories and two traditions united by a single philosophy, the organic one.



LA CANTINA PIZZOLATO

Villorba, Treviso, Veneto

The organic winery in the heart of Treviso. A winery that is always on the move, which is transformed into a great place for sharing and experiencing emotions, through special nights, events and activities for everyone.



CASALE TERZO

Colle di Val d'Elsa, Siena, Tuscany

Our corner of Tuscan paradise. In the centre of a universally recognised beauty and renowned wine-growing tradition, where the colours of the sunset become those of the heart.





LA CANTINA PIZZOLATO

Location

La Cantina Pizzolato is located on the plains of Villorba, just a stone's throw from the historic centre of Treviso and a few kilometres from the renowned and evocative Venice.

A winery that is always on the move, which is transformed into a great place for sharing and experiencing emotions, through special nights, events and activities for everyone, with just one common denominator, the wine quality and the passion that unites us.

During 2016, the business environment and workspaces were merged into a single new environmentally sustainable structure. The result today is a winery built in a sustainable building, open to the public and its visitors, who can experience it first-hand through organic tours and staff-guided tastings.

The modern venue enhances the importance of the historic family villa: a large 16th-century building in perfect Palladian style, depicted on numerous maps of the town since 1680. Casa Pizzolato has always been a symbol of hospitality and family unity, so much so that it is depicted in the company logo, telling the origin of a story that contributes to the growth of an entire company and consolidates its founding principles.

In addition to the headquarters, La Cantina Pizzolato has two logistics warehouses in Giavera del Montello, a few kilometres from the production site.



The history

1981



BOTTLES PRODUCED
The winery only produces bulk wine



STAFF
Settimo joins his father Gino

The agricultural company Pizzolato Settimo & Gino is founded. Initially, the business was oriented towards cattle breeding and fruit cultivation and harvesting. Grapes and the resulting wine produced complement the offer. It was during these years that Settimo began experimenting with organic cultivation, making it the core value of his business.

1987



BOTTLES PRODUCED
6,000 of still wine



STAFF
Some family members

All the wine produced is bottled, leaving the marketing of bulk wine behind. The mobile bottling line was placed in front of the family house. The first wine labels bore the distinctive arches of the villa, the same that are used as the symbol in the Pizzolato logo. The wines produced in these years are Verduzzo, Merlot and Cabernet.

1991



BOTTLES PRODUCED
43,000 of still wine
6,000 of sparkling wine



STAFF
Some family members

The agricultural company obtained the organic certification in recognition of all its products, from the orchard land to the vineyard countryside. The company's vineyard area increased from 2.5 hectares to 7.5 hectares. Organic viticulture officially became the essential and characterising element of the company.



1994



BOTTLES PRODUCED
130,000 of still wine
20,000 of sparkling wine



STAFF
1

The sparkling wines Frederik and Stefany were created: the first from Chardonnay, the second from Prosecco. Settimo chose to dedicate them to his children. Wine production reaches 2,000 bottles per type. The company is ready to make organic wine known abroad: Settimo and oenologist Walter pack their bags and present 12 wines at the first BIOFACH in Germany.

1999

 **BOTTLES PRODUCED**
600,000 of still wine
400,000 of sparkling wine

 **STAFF**
1-5

The winery produces 1 million bottles a year. The extension of the vineyards reaches 58 hectares and Settimo starts collaborating with external certified organic suppliers. Thanks to the new facility built, the storage capacity reaches 15,000 hectolitres. During these years, the first Pizzolato bottle lands in the USA, which becomes the 10th largest exporting country.



2012

 **BOTTLES PRODUCED**
600,000 of still wine
1,200,000 of sparkling wine

 **STAFF**
5-10

Settimo's strong belief that everyone should have the opportunity to drink healthy wines has pushed the company to extend its commitment to a constantly expanding market segment. Thanks to its dedication, Pizzolato obtained the Vegan certification, making sure to adhere to all requirements, from vineyard care to cellar operations.



2016

 **BOTTLES PRODUCED**
560,000 of still wine
3,600,000 of sparkling wine

 **STAFF**
20-25

The company crosses the 4-million-bottle-per-year mark, 2 millions of which are sparkling wine. The success of sparkling wines is determined by Scandinavian countries and now the Pizzolato brand is present in 18 countries. The new La Cantina Pizzolato headquarters is born, and the facility now includes offices, tasting room and a direct sales outlet.



2019

 **BOTTLES PRODUCED**
600,000 of still wine
4,100,000 of sparkling wine

 **STAFF**
25-30

After years of research and development in the vineyard, and experiments in the winery, the first wine from resistant PIWI vines is officially presented: the Novello 2019. There is also a new line of wines called 'M-use': two sparkling wines, a Rosé Extra Dry and a Pinot Grigio Extra Brut. Elegant bubbles characterised by a design bottle conceived to be reused.

2021

BOTTLES PRODUCED
740,000 of still wine
7,000,000 of sparkling wine

STAFF
30-35

The positive trend of recent years is confirmed by the 24% production increase, bringing the company to a production of more than 9 million bottles, all certified organic. Sustainability and responsible consumption also in packaging remain the main focus. The Settimo Pizzolato Holding was founded and the Officina del Vino was opened, thus completing the hospitality offer.



2022

BOTTLES PRODUCED
650,000 of still wine
7,500,000 of sparkling wine

STAFF
35-40

Pizzolato Holding purchased Casale Terzo, a charming estate in Colle di Val d'Elsa, in the heart of Tuscany, dedicated to a select production of Chianti wine and olive oil, all of which are produced according to organic standards. La Cantina Pizzolato becomes a Benefit Corporation, intensifying its commitment to an already well underway journey towards corporate sustainability.



2023

BOTTLES PRODUCED
600,000 of still wine
7,800,000 of sparkling wine

STAFF
45-50

In an ongoing commitment to social responsibility, La Cantina Pizzolato obtained the Equalitas certification, the aim of which is to share a unique approach to sustainability in the wine sector in Italy based on the three pillars (social, environmental and economic) and to disseminate a collective guarantee mark for the consumer.



290+

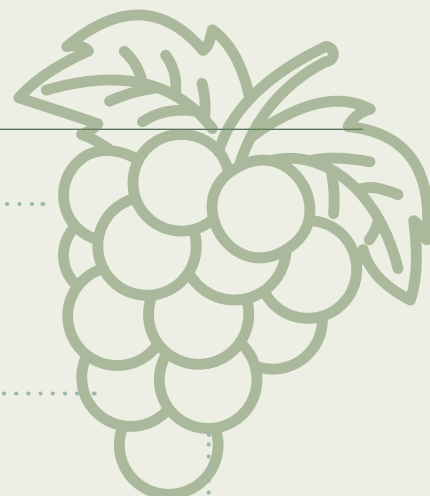
total hectares of cultivated vineyards
vs 290 in 2022

85

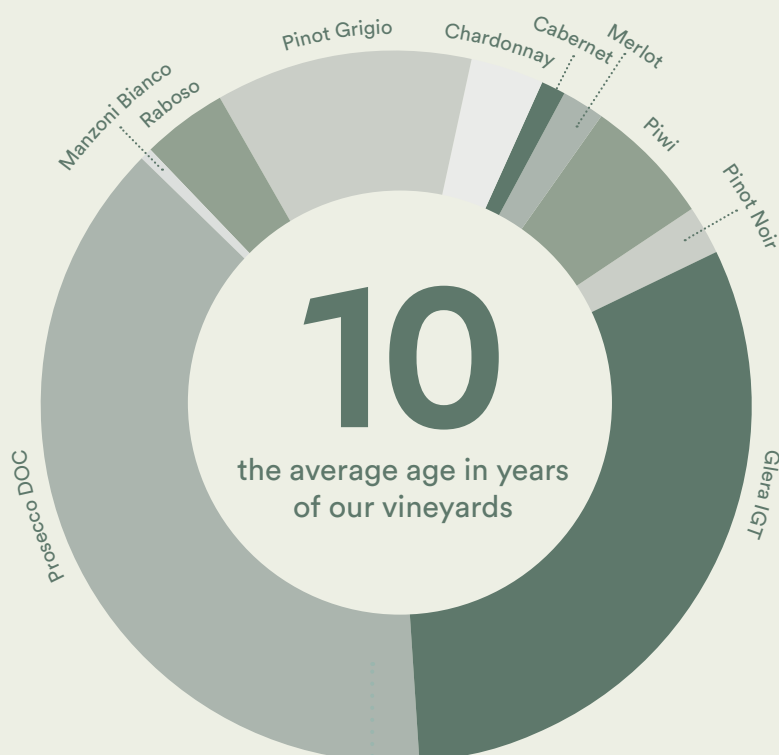
hectares of property

35

suppliers of organic grapes



DISTRIBUTION OF HECTARES BY GRAPE VARIETY



ORGANIC GRAPES

Glera
Pinot Grigio
Chardonnay
Merlot
Cabernet
Pinot Noir
Raboso
Manzoni Bianco
Moscato

ORGANIC GRAPES PIWI

Prior N
Bronner
Johanniter
Sauvignier Gris
Cabernet Cortis
Merlot Khorus

37,683 q

of grapes produced in 2023
vs 48,640 q in 2022

24 mln+

turnover in 2023
vs 23 mln+ in 2022



CASALE TERZO

Here one's gaze wanders between vineyards and olive groves, along the gentle contours of the Sienese hills, where the soul finds itself amidst the tranquillity of nature and the charm of an old farmhouse.

This historic rural building bears witness to an important past and to a destiny that has united two organic wine families: first the Borella family and then, for the past few years, the Pizzolato family. A spot of paradise in Val d'Elsa, surrounded by places like the towers of San Gimignano, the fortress of Casole d'Elsa, the bell tower of Radicondoli, and the Montagnola, in an area that embodies the most typical form of the Tuscan landscape. We are in the centre of a universally recognised beauty famous for its renowned wine-making tradition, where the colours of the sunset become those of the heart.

In addition to the Treviso headquarters, Casale Terzo became a second estate for the holding company, located in an area that can give a lot to those who respect it.

Settimo Pizzolato says: *'The meeting with Giovanni Borella, the historic owner of Casale Terzo, was immediately characterised by a profound and genuine respect for all the great work that has been done over the years in these wonderful vineyards. We immediately felt a deep connection with this magical place, a corner of paradise, and the Casale Terzo project took shape very naturally. Here our desire is to progress in a selected, small-scale organic production of wines and extra virgin olive oil, to dedicate ourselves to welcoming guests and caring for the land, continuing with healthy, organic and authentic agriculture. With a great sense of responsibility and a baggage full of dreams and projects, we have therefore decided to pick up the baton from the Borella family and lead Casale into the future.'*

Not only wine and oil production, Casale Terzo also offers hospitality services. Simplicity is the essence of hospitality. The spaces equipped to receive campers are organised around a large, centuries-old oak tree, a symbolic gathering place that tastes of antiquity. All around are forests, vineyards, olive groves and a regenerating silence.

CAS
ALE
TERZO



History

CASALE TERZO

There is a place that once you have experienced it, stays in your heart.
And every time you go back to it, your soul smiles.

1250

ORIGIN

The medieval base of the Casale is built on the hills of Siena. Tuscany is becoming the home of the Renaissance.

1384

CHIANTI

For the first time, the name 'Chianti' appears in reference to the wine produced in this area.

1850

OLIVE TREES

One thousand Leopoldine olive trees were planted, which still today make the landscape of the Casale unique.

1874

RECOGNISABILITY

With the new facade, the Casale acquired the charm, which is still intact, of an old Tuscan rural building.

1970

ORGANIC

The first organic farmers' associations emerged in Italy, marking the beginning of a growing movement.

1974

GIOVANNI BORELLA

Passionate, educated, tenacious: Giovanni is the new owner and plants the first organic vineyards.

1977

WINERY

The winery was revived, faithfully following in the footsteps of the old historical one, buried for over a century.

1979

THE FIRST TIME

The first 'Chianti Colli Senesi' and the first extra virgin olive oil are finally a reality.

1981

BIO FARMING: TUSCANY AND VENETO

Borella founded the Italian Organic Agriculture Association, while Pizzolato chose organic farming for its production.

1990

AGRI-CAMPSITE

The Agri-Campsite was established, a peaceful and authentic haven with a breathtaking Tuscan view of the hills around Siena.

2021

A NEW ADVENTURE

The Pizzolato family, pioneers in organic farming, acquired the Casale, inheriting the legacy of the past.

2023

AGRI-CAMPSITE

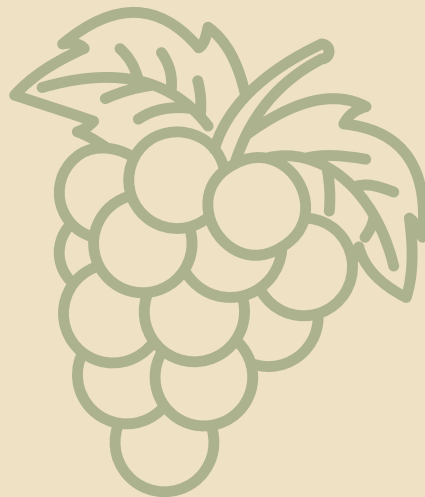
Casale Terzo opened its doors to welcome guests from all over the world to the enchanting Val d'Elsa.

FIRST GRAPE HARVEST

The Pizzolato family joined Giovanni Borella for the first harvest of Chianti DOCG Colli Senesi.

40 YEARS

Pizzolato celebrated its 40 years as a leading organic winery.



**Sangiovese
Trebbiano
Cabernet Franc
Malvasia**

TYPE OF GRAPE

275

QUINTALS HARVESTED (2023)

9.3

NUMBER OF HECTARES

1500

NUMBER OF OLIVE TREES

1

EMPLOYEES (2023)

21,100

BT WINE AND OIL PRODUCED



www.casaleterzo.com



02

ENVIRONMENTAL PROTECTION

We have always made environmental protection our founding principle, engaging in sustainable farming practices in our vineyards, responsible cellar management, soil care and the development of techniques to minimise water waste and waste production.

There are many fronts on which we focus our attention in pursuit of continuous improvement, starting with the vineyard where our commitment to organic cultivation has set us apart since 1981. We pay special attention to environmental protection, resource management, climate change and biodiversity conservation.

In the vineyard, flora and fauna, including micro-organisms, live together in a complex ecosystem, which must be protected in order to preserve a harmonious balance. This balance allows us to be less dependent on external inputs and promotes land management that is more in tune with nature.

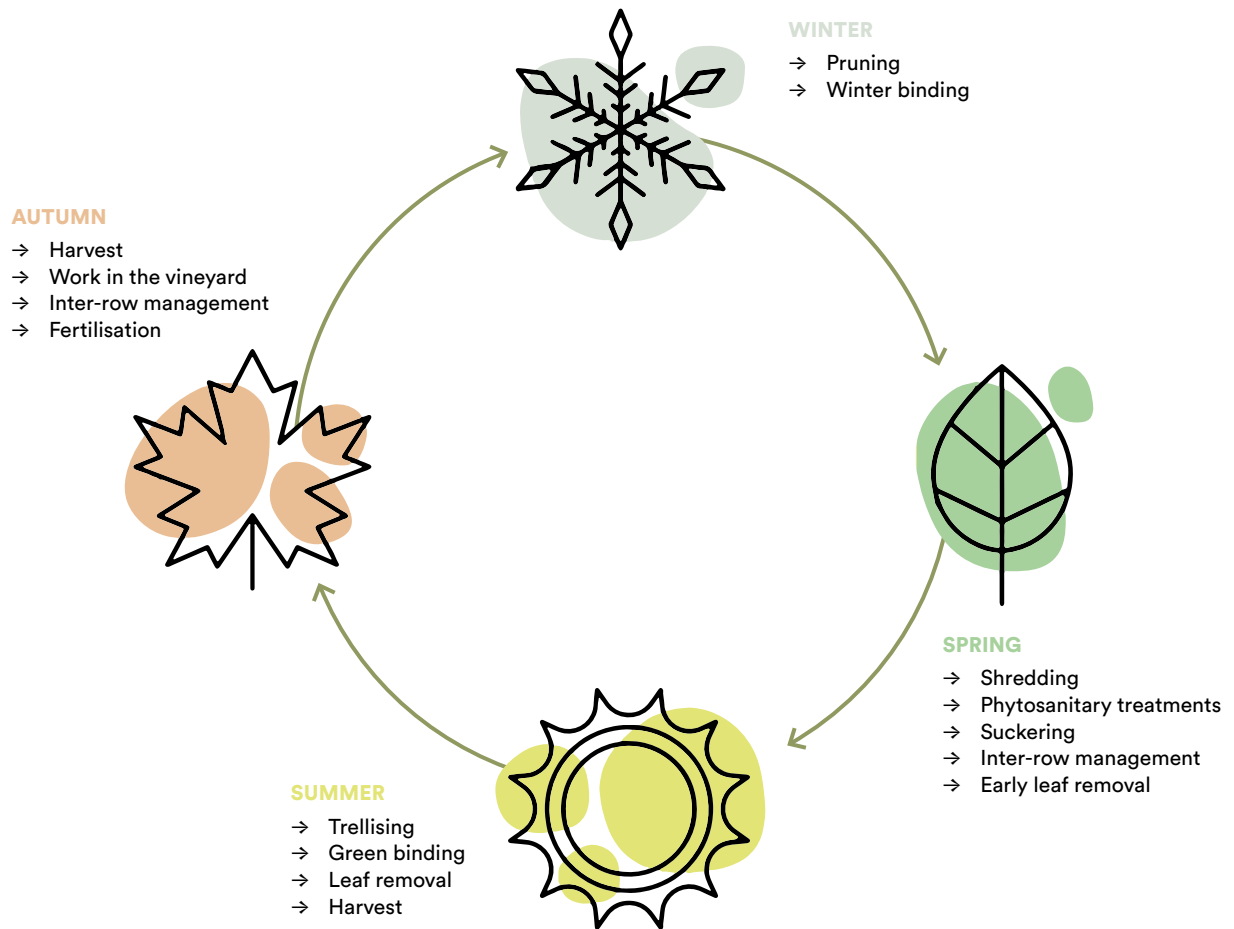
Work in the vineyard follows the vine natural cycle and the seasonal pattern, which can involve daily changes. This is why we rely on experienced people who are able to recognise and handle every small variation, thus ensuring the plant well-being.

From the vineyard to the winery, while maintaining a constant focus on sustainability, we promote environmental protection through good practices. We prioritise the responsible sourcing and consumption of materials, with an ongoing commitment to research and development of sustainable solutions aimed at reducing environmental impact.

As far as energy is concerned, our commitment to reducing emissions is reflected in the use of renewable energy through photovoltaic systems installed on our roofs.



Good practices in the vineyard



During the pruning phase, the constant and invaluable efforts of our staff allow the leaves and bunches to grow in ideal positions to create a microclimate favourable to the vine. This is a crucial help in the fight against phytophagous pests such as downy mildew, powdery mildew and phylloxera, allowing a significant reduction in the use of plant protection products.

Since 2023, we have been committed not only to the fields, but also to extending the culture of sustainability to all our grape growers, monitoring and supporting them in vineyard management, in line with our corporate philosophy.

Certifications to guarantee the consumer



EU Agriculture - Euromark

It identifies organic products of European origin. The logo depicts stars placed in the shape of a leaf representing the states of the European Union.



USDA Organic United States Department of Agriculture

The NOP (National Organic Program), administered by the USDA, is the certifiable standard regulating organic products under US law.



Vegan Friendly – The Vegan Society

The Vegan label is an internationally recognised vegan product certification, established in 1990 by The Vegan Society.



GMO-Free

The programme goal is to identify, enhance and promote on the market products that meet Non-GMO (genetically modified organisms) requirements.



PIWI International

An organisation that promotes sustainable viticulture using fungus-resistant vines. These grape varieties help to reduce the use of pesticides, contributing to more ecological and sustainable wine production.



Equalitas

This certification was created with the main objective of sharing a unique approach to sustainability in the wine sector based on the three pillars (social, environmental and economic).



Kosher certification

It identifies all those food that are suitable for eating by consumers observant of the Jewish faith (separation of meat and dairy products, ruminant animals with cleft hooves, and ritual slaughter).



Federica Tocchetto
— QUALITY CONTROL AREA



Federica, along with the sustainability team, followed the way to the winery's achievement of Equalitas certification.

Why we specifically chose Equalitas

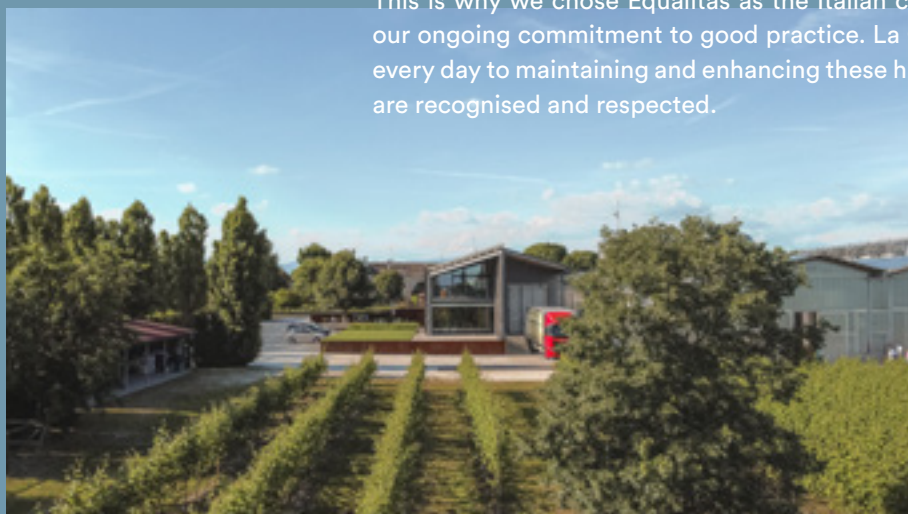
The main objective of Equalitas is to share a unique approach to sustainability in the wine sector in Italy based on the three pillars, i.e. social, environmental and economic, and the diffusion of a collective label as a guarantee for the consumer.

This standard implies the certification of three production dimensions: the enterprise, through the adoption of the organisation standard, the finished product, through the adoption of the product standard, and the denominations, through the territory standard.

This certification establishes objective and verifiable requirements for each pillar by defining consolidated and innovative good practices to implement a national model of worldwide-sustainable quality.

Our company, in complete harmony with the core values of this certification, actively engages in the global market with a special dedication to sustainability in every aspect.

This is why we chose Equalitas as the Italian certification that best embodies our ongoing commitment to good practice. La Cantina Pizzolato devotes itself every day to maintaining and enhancing these high standards, making sure they are recognised and respected.



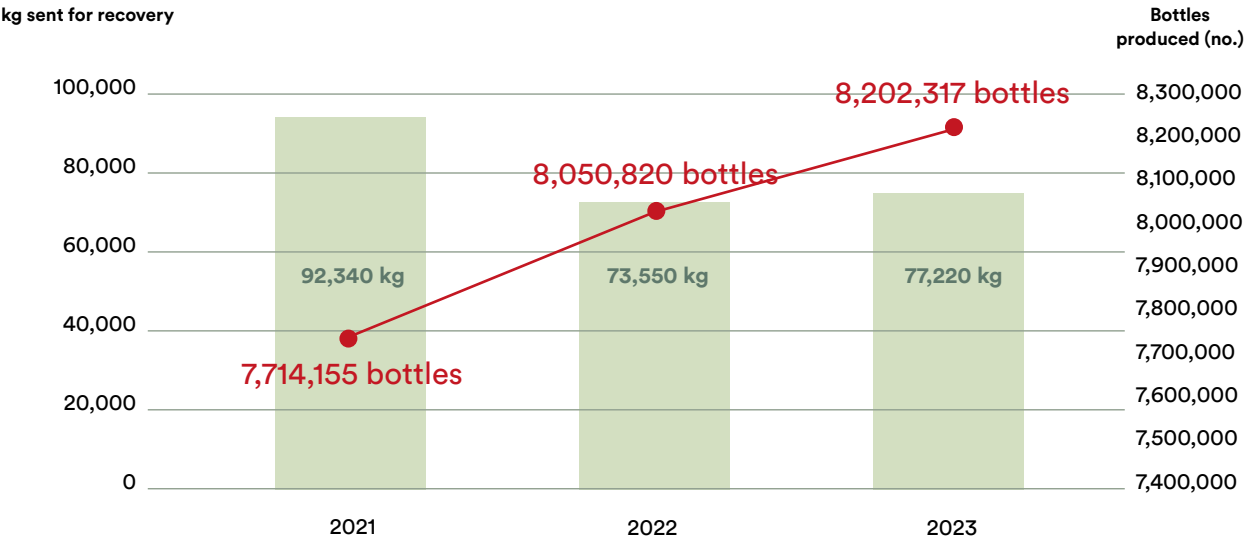
Figures

A key resource in our production cycle is water. Our planned transition to underground irrigation, which provides the necessary water for plants below ground level, is continuing. This method offers several advantages over above-ground drip irrigation, including the reduction of evapotranspiration and wind-driven dispersion. In addition, underground irrigation reduces the proliferation of weeds and fungal diseases while improving fertigation efficiency as the water, introduced close to the plant root system, increases the availability of nutrients.

By means of a water purifier, we constantly take care of aquatic ecosystems, and monitor the chemical oxygen demand (COD), an indicator of water pollution. In 2023, the treatment process efficiency was 98%, corresponding to a significant reduction in COD output, with an average value of 43 mg/l.

We are committed to carefully managing raw materials, by-products and packaging, favouring reuse to promote the circular economy and using recycled and recyclable materials. In fact, all our waste is destined for recovery. Over the next few years we will continue to improve efficiency in the use of raw materials to reduce waste.

Throughout 2023, we have reduced the tonnes of glass destined for recovery, thanks to experimentation with lighter bottles and careful handling at the bottling stage. The slight increase in waste produced in 2023 compared to 2022 is in line with and due to increased productivity.



Our commitment to the recovery of silicone paper from label reels continues thanks to our collaboration with the Cycle4Green project of paper manufacturer Leipzig. The recovered liner is processed to separate the pulp from the silicone, turning the former into paper and the latter into polyester (PET) and polypropylene (PP)

raw fibres. These fibres are used to create everyday objects, thus promoting a circular economy.

In 2023, we recycled 5.3 tonnes of liner, reducing CO₂ emissions by about 10.1 tonnes.





**Nicola Borghetto**

— PRODUCTION PLANNING
AREA

The glass

Glass is formed from amorphous powders using the power of fire. For thousands of years, this material has fascinated for its versatility, given its transparency and lightness, as well as for its dual nature: fragile, yet surprisingly resistant. As the predominant material for creating bottles for wine storage, glass plays a key role in the winemaking process. In the past, wine was stored inside amphorae, wineskins or barrels to preserve it from oxidation and was only transferred into jugs when it was served at the table. As history tells us, in 1652 in England, Digby produced the first 'English bottle': a robust glass bottle designed for transporting and storing wine. This event marks a turning point in the evolution of glass bottles: bottles existed before but, because they were made using wood-burning furnaces, they were lighter and less resistant. It was only when the use of coal instead of wood in the furnaces was made compulsory that thicker and more durable glass could be produced, paving the way for new possibilities in the field of bottle production.

Although glass is inherently 100% recyclable, Nicola tells us how we wanted to further reduce our environmental impact by improving our production techniques to ensure an increasingly sustainable approach.

If glass is in itself a sustainable material, as it is 100% recyclable, why strengthen our commitment in this area?

Based on the concept of the inherent lightness of glass, we undertook a targeted study to develop packaging for our wine that aims for the greatest possible lightness. This not only promotes the material recyclability, but also allows us to reduce CO₂ emissions throughout the entire life cycle of the bottle, from the production process to its transport and reuse. In early 2023, we carried out an analysis on the weight of our bottles to study the possibility of creating lighter ones, while keeping their technical characteristics intact.

The outcome was the result of a collective effort involving not only the sustainability team, but also the sales manager, the production manager, the planning and purchasing manager, the oenologist and the quality office.

Project phases

During the analysis of the period from June to December 2022, average bottle weights were measured and multiplied by purchase volumes. Within the scope of this study, three specific types of bottles were considered:



Bottle	COLLIO EFFE 'Muse'	SPARKLING WINE COLLIO Y	SPARKLING WINE COLLIO Crown Cap
Weight	0.75 kg	0.72 kg	0.60 kg
Bought in 2022 (jun/dec)	350,000	900,000	70,000
TOTAL BOTTLES	TOTAL GLASS KG	BOTTLE AVERAGE WEIGHT	
1,320,000	952,500	0.722	
Bought in 2023 (jun/dec)	295,000	5,000	1,300,000
TOTAL BOTTLES	TOTAL GLASS KG	BOTTLE AVERAGE WEIGHT	
1,600,000	1,004,850	0.628	

It was decided to replace part of the 750 g and 720 g bottles with 600 g bottles, with constant monitoring during the period from June to December 2023. The primary goal is to increase purchases of 600 g bottles.

Following a thorough planning process and the dedicated effort during the second half of 2023, the team met to assess the project progress. As a result of our initiatives, we significantly reduced the purchase of 720 g bottles and increased the purchase of 600 g bottles, going from 70,000 bottles to 1,300,000.

A substantial decrease in the average bottle weight is evident, with a saving of 149,695 kg of glass. On average, the production of 1 kg of glass results in the production of 2.7 kg of CO₂. As a result, by reducing the bottles weight, we have avoided the emission of 404,176.5* kg of CO₂, which is equivalent to the potential CO₂ absorption of about 2,420 trees in one year.

* This calculation refers exclusively to the bottle production phase, without considering transport. This choice, seemingly obvious in some respects, turned out to be a crucial step towards environmental sustainability, leading to a strong reduction of CO₂ and positively influencing the economic as well as the environmental aspect. As historian Howard Zinn said, 'we do not have to engage in grand, heroic actions to participate in change. Small actions can transform the world.'



03

THE GROUP VALUE

Relevant topics

ECONOMIC AND GOVERNANCE IMPACT

1. Maintaining a good reputation for the Pizzolato brand
2. Increasing profits while improving the services offered
3. Selection of suppliers on the basis of social and environmental criteria, **even at the expense of affordability**
4. Traceability of the supply chain from raw material to finished product
5. Transparent and direct communication

ENVIRONMENTAL IMPACT

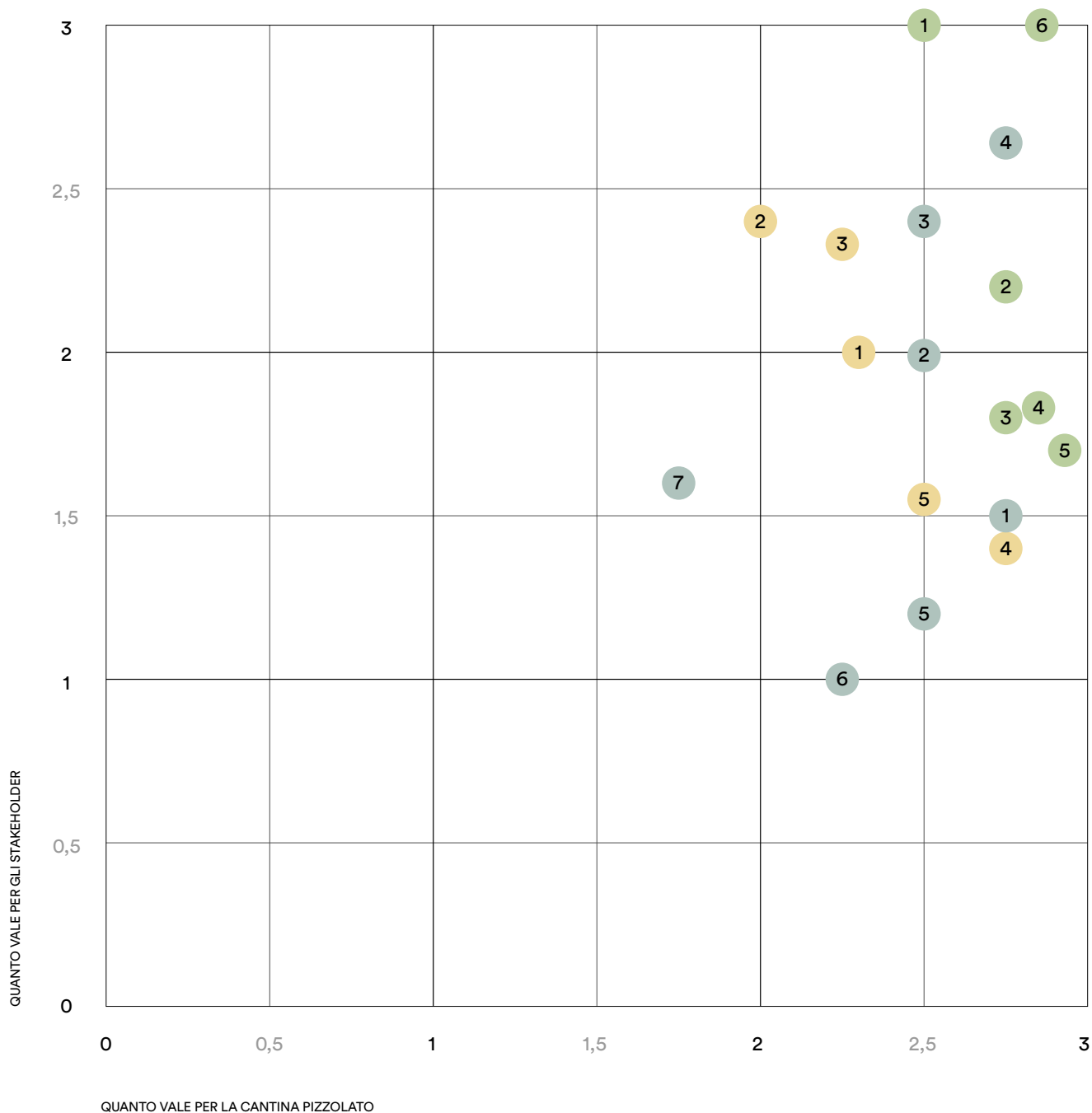
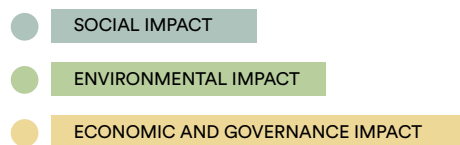
1. Investments aimed at reducing environmental impacts (winery and vineyard operations)
2. Reduction of waste produced, including through reuse
3. Recycling or responsible disposal of waste produced
4. Using renewable energy for energy self-sufficiency
5. Commitment to reducing CO₂ emissions
6. Monitoring and reducing water consumption

SOCIAL IMPACT

1. Customer and potential customer care
2. Continuous training for employees
3. Corporate Benefits
4. Improving the working environment, including staff relations
5. Organisation of events dedicated to wine culture (tastings, visits, conferences...)
6. Enhancing the territory through collaboration with the non-profit world
7. Supporting Social Bodies and Organisations

Materiality matrix

KEYS



PIZZOLATO PEOPLE

LA CANTINA PIZZOLATO SRL | AZIENDA AGRICOLA PIZZOLATO SETTIMO | CASALE TERZO

4

PARTNERS



MEN: 32
WOMEN: 17
MEN UNDER 35: 15
WOMEN UNDER 35: 9
% WOMEN: 32%

7

TRAINEES



MEN: 21
WOMEN: 13
% WOMEN: 35%

+

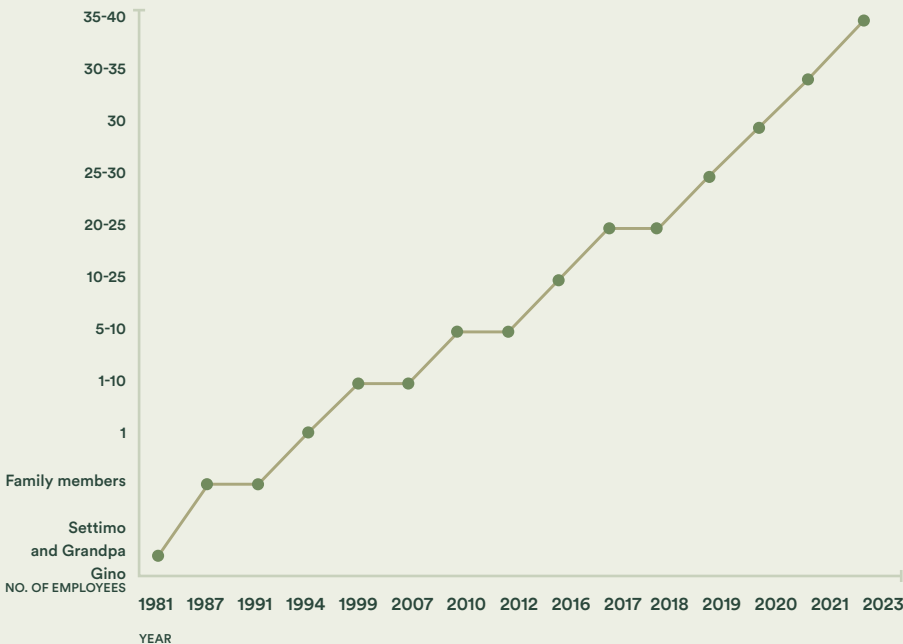


MEN: 7
WOMEN: 4
% WOMEN: 35%

+



MEN: 1



37.3

GLOBAL AVER-
AGE AGE

• LA CANTINA PIZZOLATO SRL
• AZ. AGR. PIZZOLATO SETTIMO

38.13

GLOBAL AVER-
AGE AGE

• LA CANTINA PIZZOLATO SRL
• AZ. AGR. PIZZOLATO SETTIMO
• CASALE TERZO

NEWCOMERS

2 → 8 → 5 → 13
2020 2021 2022 2023

WHO EMBARKED ON A NEW PATH

1 → 2 → 2 → 8
2020 2021 2022 2023



Employees (excluding temp staff) by professional category, gender and age group, as at 31.12.2023

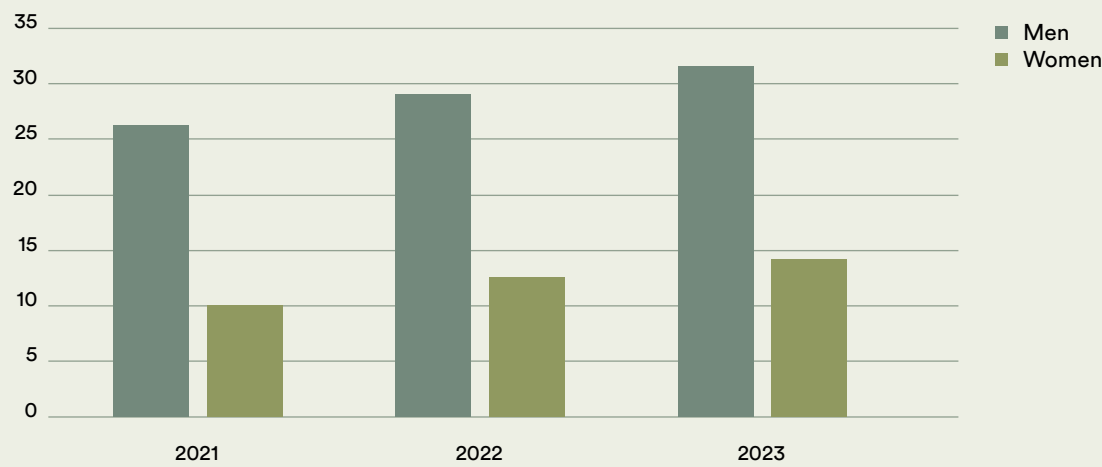
Categories	< 30		30-50		> 50		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Corporate								
Executives	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-
Office employees	1	7	1	4	-	1	2	12
Workers	11	-	13	1	6	1	30	2
TOTAL AGE BAND	19		19		8		46	

Employees (excluding temp staff) by type of contract and gender, as at 31.12.2023

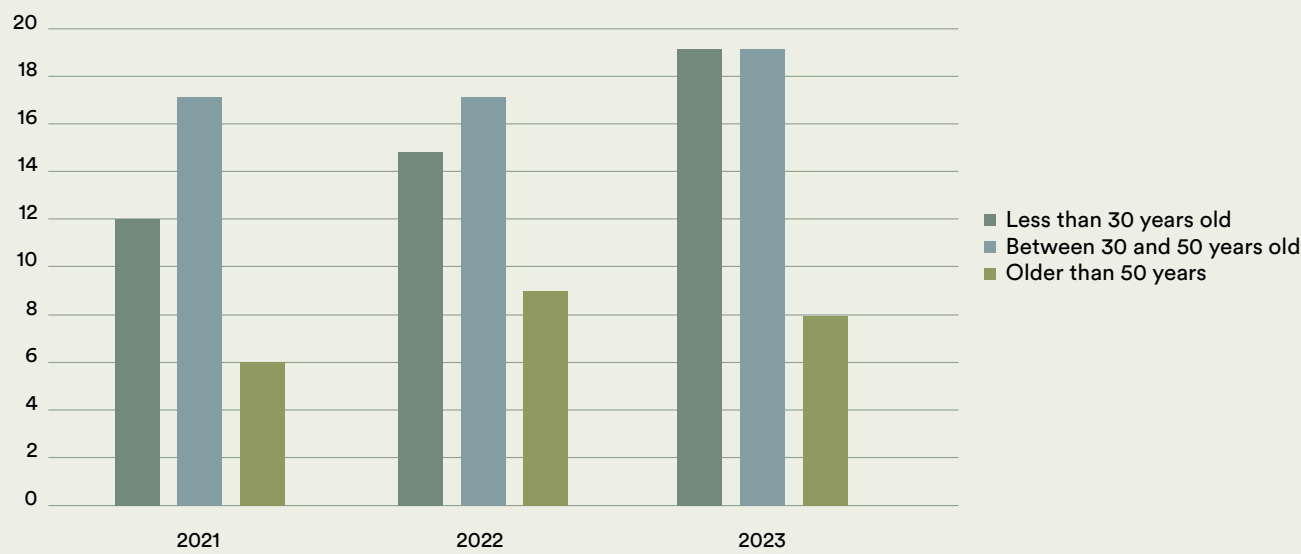
Type of contract	Men	Women	Total
Permanent	25	9	34
Fixed-term	6	3	9
Apprenticeship	1	2	3
Agency	-	-	-
Curricular internship	-	-	-
Extra-curricular internship	-	-	-
TOTAL	32	14	46

** It should be noted that all employees have full-time employment contracts.*

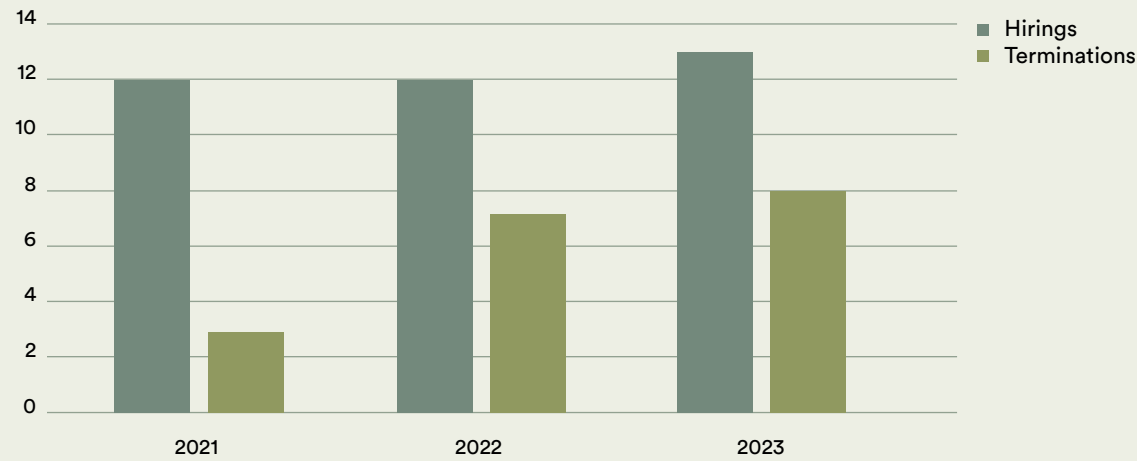
Staff (excluding temp staff) in the last three years broken down by gender:



Staff (excluding temp staff) in the last three years broken down by age group:



Incoming and outgoing staff in the last three years (excluding temp staff):



As can be seen from the graphs and data above, the positive turnover index over the three-year period is significantly higher than the negative one.

In 2021, there was a peak in recruitment which affected the operating departments the most, this factor being attributable to increased production requirements.

In 2022, on the other hand, following a reorganisation of resources carried out with the help of an HR Coach, the competencies of each employee were mapped, and roles and tasks were defined precisely. This revealed the need for further recruitment, especially in clerical roles, within vacant and/or overburdened areas.

In 2023, entries almost doubled exits, thus maintaining a trend that has been established over the last three years, i.e. more entries against fewer exits.

On the other hand, terminations over the three-year period were exclusively due to voluntary resignations motivated mainly by factors not attributable to the company, such as a desire to change company, sector and/or to take up a completely different job, common features of the current labour market which, after Covid-19, has been experiencing a change.

The average length of stay over the last three years is about 7 years.

With the aim of improving and developing its human capital and increasing its sense of belonging, the Pizzolato Group invests annually in employee benefits such as canteen service, professional training, corporate benefits and team building and coaching activities.

Employee training

The Pizzolato Group considers human resources a real asset. For this reason, we constantly invest in training, involving the entire team, according to the professional role of each individual.

Training, in addition to compulsory training, is a fundamental tool for enhancing employees' competencies in both hard and soft skills.

Specifically in the year 2023, training was mainly aimed at:

- Safety
- HACCP
- Sustainability
- Language labs
- Soft skills
- Person-specific training
- Team-specific training to enhance the competencies of specific departments/offices.

LA CANTINA PIZZOLATO SRL		
Safety/licence course	No. of participants	Hours
Equalitas/Code of Ethics/Corporate Policy	12	12
Safety training	3	32
Forklift refresher	6	24
Safety refresher	4	24
Fire emergency refresher	1	5
Training course for work at height and use of 3rd category fall protection equipment	2	8
RLS refresher	1	4
Training course in confined or suspected polluted spaces	4	32
Refresher course in confined or suspected polluted spaces	3	12
Safety supervisor refresher training	1	6
Forklift training	4	48
HACCP	17	51
Other specific training		
Wel Wine Language Lab	8	64
Training on Metorik, Pizzolato's e-commerce statistics portal	1	2
Confined space training	7	7
VAT in a nutshell	1	9
Seminar on the new wine label	1	4
Social Media Manager Course	1	
Excise Duty on Wines and Alcoholic Beverages	1	4
Corporate sustainability	1	1
LinkedIn Course	3	16
Recruitment and Fair Work in the Italian Wine Sector	1	3
Cyber Security Training	14	14
Labelling machine course	4	68
Interactive whiteboard training	3	4.5
Wine-making machinery	15	22.5
NO. OF PERSONS TRAINED YEAR 2023	39	-
TOTAL HOURS	-	477



AZIENDA AGRICOLA PIZZOLATO SETTIMO		
Safety/licence course	No. of participants	Hours
Chainsaw/brushcutter use refresher	1	4
Safety refresher	2	12
HACCP	2	7
Interactive whiteboard training	1	1.5
NO. OF PERSONS TRAINED YEAR 2023	3	-
TOTAL HOURS	-	24.5

TRAINING

LA CANTINA PIZZOLATO SRL

39 PEOPLE TRAINED (2023) — **477** TOTAL HOURS

61 TRAINING HOURS FOR SUSTAINABILITY

AZ. AGR. PIZZOLATO SETTIMO

3 PEOPLE TRAINED (2023) — **24.5** TOTAL HOURS

12 MEETINGS DEDICATED TO SUSTAINABILITY

MEETINGS

1 CHRISTMAS FULL-DAY COMPANY OUTING

5 CORPORATE APERITIFS

2 ANNUAL TEAM MEETINGS

Stakeholder map

As in the two years before, the questionnaire on business environment was also administered in 2023, as part of the 'Let's listen to each other' project started in mid-2021 with the support of a qualified coach as Chief Happiness Officer.

The questionnaire submitted called 'Gallup's Q12 Survey' collects the 12 key questions that, according to the Gallup company, identify the best businesses.

According to Gallup, one of the leading research institutes in the field of work and organisations, employee engagement refers to 'the level of emotional, mental and behavioural involvement of employees in their work and in

the organisation'. An 'engaged' employee is a motivated employee, who identifies with the company values and goals and actively strives to contribute to its success.

The measurement of the Pizzolato Group's employee engagement level for the year 2023 showed the following results.

Statement	Average score	Median
I am totally satisfied working in this company	3.73	4
I know what is expected of me at work	3.76	4
I have the material and equipment I need to do my job well	3.67	4
At work I have the opportunity to do what I do best every day	3.79	4
In the last 7 days I have received some recognition for doing a good job	2.36	2
Someone at work seems to take care of me as a person	3.06	3
There is someone at work who encourages me to grow professionally	2.88	3
At work it seems that my opinion matters	3.18	3
My company's mission makes me feel that my work is important	3.33	4
My team members and colleagues are committed to quality work	3.85	4
I created deep friendships at work	3.70	4
In the last 6 months someone has told me about my progress	2.42	2
Over the past year I have had the opportunity to learn and grow at work	3.48	4

Corporate Involvement Index

Total company average (calculated from all answers to all questions)

3.73

MEDIAN: 4

The employees' **average satisfaction** indicates the level of personal satisfaction of employees (statement 0).

3.32

The **involvement index** takes into account all survey areas.

This index, monitored year on year, helps to assess whether the implemented interventions have benefited employees.



Michela sheds light on an increasingly important issue within companies, welfare.



Michela Lo Iacono
— HUMAN RESOURCES AREA

What is corporate welfare and how does Pizzolato interpret it?

Corporate welfare refers to all initiatives, benefits and plans, put in place by the employer to improve the work quality and well-being of employees. Today, corporate welfare is increasingly linked to the concept of corporate well-being but there are different types of benefits, so let us clarify.

Corporate benefits are divided into three main types:

- contractual benefits, i.e. solutions that are provided to employees because they are made compulsory by a particular national collective labour agreement;
- performance bonus benefits, thus linked to a bilateral agreement;
- pure or on-top benefits, which are voluntarily provided by the company to homogeneous categories of workers, defined through a unilateral company regulation.

The Pizzolato Group has decided to adopt the on-top type of benefits, let's find out why.

The Pizzolato Group is always paying close attention to the well-being of its staff, not only within the working sphere, but also on a personal level. Many initiatives have been put in place over the years to create a serene, stimulating and rewarding working environment.

The pursuit of well-being in the company is not an easy goal, as setbacks are always there. However, the implementation of welfare strategies can provide valuable support in this quest.

At the end of 2023, it was decided to activate a customised employee benefits platform with the aim of providing as many services as possible, thus responding to the multiple needs and satisfying the entire target group of staff users. To facilitate access to and use of the tool, specific training was organised in early 2024, held directly by the platform provider, involving all employees. This has enabled them to gain a full understanding of the tool and to be able to use it quickly and easily.

Here are the services offered in the dedicated platform:

Reimbursement services and social welfare

Education expenses, school books, campuses and playrooms, care for the elderly, babysitting expenses, supplementary pensions, public transport

Vouchers

Shopping and fuel vouchers

Leisure services

Gyms and sports, travel and experiences, training courses, theatres and cinemas, amusement parks

Work placement and the relationship with schools

Another significant and characterising aspect of Pizzolato is its constant openness to work placement projects. Every year, the company offers several students from various institutions the opportunity to undertake internships at the winery.

This teaching method allows the student, through direct and practical experience, to consolidate the notions acquired during the school period and to concretely test their aptitudes, thus enriching their education.

Each student is assigned a tutor who supervises them by involving them in projects and objectives to be pursued.

Work placement is not only an important tool for the

student but also for the company, which can get closer to the worker and consumer of the future through the schools net and draw very interesting insights from it in several respects.

In 2023, as in 2022, the company welcomed 7 students in cooperation with: Istituto Cerletti of Conegliano, Fondazione ITS Agroalimentare Veneto, Veneto Lavoro, Unis&F, University of Udine and Salesian University Institute of Venice.

The BSCI Code and Code of Ethics

The BSCI (Business Social Compliance Initiative) code draws on important international standards for the protection of workers' rights such as the conventions and declarations of the International Labour Organisation (ILO), the United Nations (UN) Guiding Principles on Business and Human Rights, and the Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD).

The BSCI Code of Conduct includes principles of legal compliance, freedom of association and the right to collective bargaining, the prohibition of discrimination, remuneration and working hours, health and safety in the workplace, the prohibition of child, forced and compulsory labour, and disciplinary measures, as well as environmental issues.

For years the Pizzolato Group has been developing its own Code of Ethics, also known as the code of conduct, which will be further updated in 2024 in order to make it an even more useful and effective tool.

This document contains all the moral and social rules, drawn up by the company, to which all stakeholders must adhere. It is the charter of fundamental rights and duties, within which the ethical/social standards (both internally and externally) of the Pizzolato holding company and the values in which it firmly believes are defined.

The Code of Ethics is a voluntary and non-binding document under the law.

The need to equip the company with a Code of Ethics stems from an underlying problem in all national collective agreements. These, in fact, regulate many aspects of corporate life, but neglect others. For example, the norms of moral and ethical behaviour - both individual and collective - within a corporate body, hence the need for this document.

Rewarding Daily Commitment



Barbara Bertocchi
— MARKETING AREA

Barbara gives us an overview of this year most significant achievements.

Every day is a contribution to the pages of the story of the commitment we all put into our work. With dedication and wisdom, perseverance and passion we carry out our work every day, each in his or her respective role, from the fields to the offices, from production to logistics, we all feel part of a team that sees clearly the goals to be achieved. The awards we receive are a tangible symbol of the value we create together, the result of the collaborative spirit that moves our days.

What were the awards that made us most proud?



SPECIAL MENTION AT THE GAVI PRIZE

LA BUONA ITALIA 2023

Sustainable wine communication



VINO FUTURO

VENETO WINE TOURISM MOVEMENT

'Winery with an innovative wine and tourism offer'



100 ITALIAN EXCELLENCIES

FORBES ITALIA WITH SO WINE FOOD

PIWI INTERNATIONAL



CONCOURS MONDIAL DE BRUXELLES



WINE WITHOUT WALLS



PROSECCO MASTERS



GLOBAL PINOT GRIGIO MASTERS



GLOBAL ROSÉ MASTERS



GLOBAL SANGIOVESE MASTERS



Clients

2023 was quite a difficult year, in which the company focused on seeking a consolidation of business relations. In the first months of the year, the company suffered yet another increase in the cost of consumables, especially the purchase price of glass. Having relied on the use of a unique, customised bottle that has become an identifying part of the brand, Pizzolato could find no alternative but to adjust its sales prices.

Inflation, which some particular markets had to endure, marked a slowdown in consumption especially in the non-first necessity goods categories; as a result, many customers gave up buying wine and/or switched to wines with a lower positioning.

Despite a shrinking market, Pizzolato's annual production has consolidated to 9 million certified organic bottles, which have reached as many as 40 different countries around the world.

In the second half of the year, thanks to a recovery mainly due to a drastic drop in the cost of consumables, which we were quick to pass on to our customers most affected by inflation, we still managed to achieve our production target.

The company has signed agreements with new importers, such as: Armenia, Russia, the Philippines and Thailand among the most prominent; while some of the customers, discouraged by the difficult start of the year, brought new projects back to the table that will certainly materialise in 2024.

The Pizzolato sparkling wine category remains the best-selling following the trend of world consumption, while red wines are increasingly losing consumer interest.

There is now ample space on the shelves for white and rosé wines, and the Pizzolato brand offers many alternatives

in these categories in which it has been specialising for years.

2023 sees confirmed leadership in many markets, including Scandinavia, where several Pizzolato wines rank among the most consumed sparkling wines. The same happens in many other markets where the company is now an established and well-known brand in specialised organic distribution. The collaboration with our American partner is also growing with good prospects for the future and the importer's willingness to invest in the Pizzolato brand as a priority. 2023 brought a turnover of EUR 2.2 million with a budget forecast for 2024 of around +20%.

The low and no-alcohol category is booming and Pizzolato has created its own products by adapting the portfolio to the increasing demand. This allows for a consolidation of the relationship with old customers as well as to seize new opportunities, in fact these products in their first year have performed very well with very encouraging prospects for the future.

With the distribution of the Casale Terzo brand, La Cantina Pizzolato has succeeded in expanding its wine portfolio, which will be further expanded in 2024 with the inclusion of two new products.

Over the years, the relationship built with our partners has led us to define a bond of extreme trust in the product, support and market knowledge. Our success is the result of all these elements being guided by people who strongly believe in what they do, wherever they are in the world.

Sweden

34% of total turnover

Germany

14% of total turnover

Finland

13% of total turnover

USA

9% of total turnover

Norway

8% of total turnover

Italy

5% of total turnover

Switzerland

3% of total turnover

Netherlands

2% of total turnover

Sabrina Rodelli, sales manager, shares insights on the topic of sustainability, particularly related to the approach Sweden has taken in the world of wine.



Sabrina Rodelli

— SALES AND
MARKETING MANAGER

Pizzolato in the world

Did you know that in Greta Thunberg's home country, wine is also about sustainability?

The Swedish state in the form of Systembolaget has the mission to manage the retail sale of alcoholic beverages in a way that respects the overall objective of public health protection. The monopoly must contribute to create a good drinking culture so that everyone can enjoy the products sold without harming themselves or others by informing the public about the risks that alcohol can pose and cannot promote it to increase sales.

The social commitment is also endorsed by the sustainability targets that the monopoly has set in its on-shelf wine offering. This care in selection attracted attention and wines with a sustainable supply chain started to be considered attractive as volumes grew. For our importer, Viva Group, this journey began in 2004, when they launched their own brand Ecologica, a fair-trade and organic bag-in-box from Argentina. Since then, the selection of sustainable products has continued to grow, enriching the offer for Swedish consumers.

In 2023 the Systembolaget worked on the creation of a digital tool, a sustainability platform, which traces the supply chain for each product in the monopoly shops. This valuable tool ensures the traceability and sustainability of distributed products.

Monopoly shops are found in every village in Sweden and they are visited by a large part of the adult population, which is why Systembolaget can be instrumental in raising awareness of the impact of wine consumption on climate change.

Beverage packaging accounts for the largest share of Systembolaget's indirect climate impact; disposable glass bottles in particular represent the largest climate footprint in packaging, which is precisely why a maximum weight limit for bottles will be introduced in 2024 in order to reduce emissions even further. This will only be possible if close cooperation between suppliers and manufacturers is in place, and it is with this in mind that we are working with our Swedish importer to improve together and be able to respond positively to the changes taking place.

Thanks to the collaborative work with Sweden, a partnership that has lasted for many years, the increasingly strict regulations applied by the monopoly (which also make Sweden a pioneer country in this issue) are interesting food for thought. For us at Pizzolato, it is a driving force towards sustainability, which has been an ongoing challenge for growth and experimentation with solutions that take care of the environment and organic production since 1991.

Suppliers

In the framework of our commitment as a Benefit Corporation, the Pizzolato Group has always placed great emphasis on collaboration and relations with stakeholders, considering them pillars of its identity and including them among the objectives of the Benefit Corporation statutes. The experience with Equalitas has also reinforced this vision, urging us to continuously assess and improve our relationships with our partners, particularly with suppliers.

Suppliers, with whom we maintain a symbiotic relationship, are essential for supporting our activities, from the grapes supply to packaging. With the aim of promoting environmental, social and economic sustainability, we undertook an in-depth analysis of their practices through a

detailed questionnaire. The answers received not only confirmed the product quality, but also offered an insight into their internal structures and the certifications they hold or are in the process of acquiring.

This process has allowed us to better understand our partners' sustainability initiatives and ensure that their actions are aligned with our values. We are pleased to see that our suppliers share the same commitment to sustainable and responsible practices, and we are proud to include this information in our social report, thus testifying to our collective commitment to a more sustainable future.



Federico, who is also in charge of the purchasing department, tells us about the importance of the surrounding area when selecting a supplier.



Federico Pizzolato
— PRODUCTION MANAGER

Suppliers

Did you know that 64% of our suppliers are located in the Treviso area?

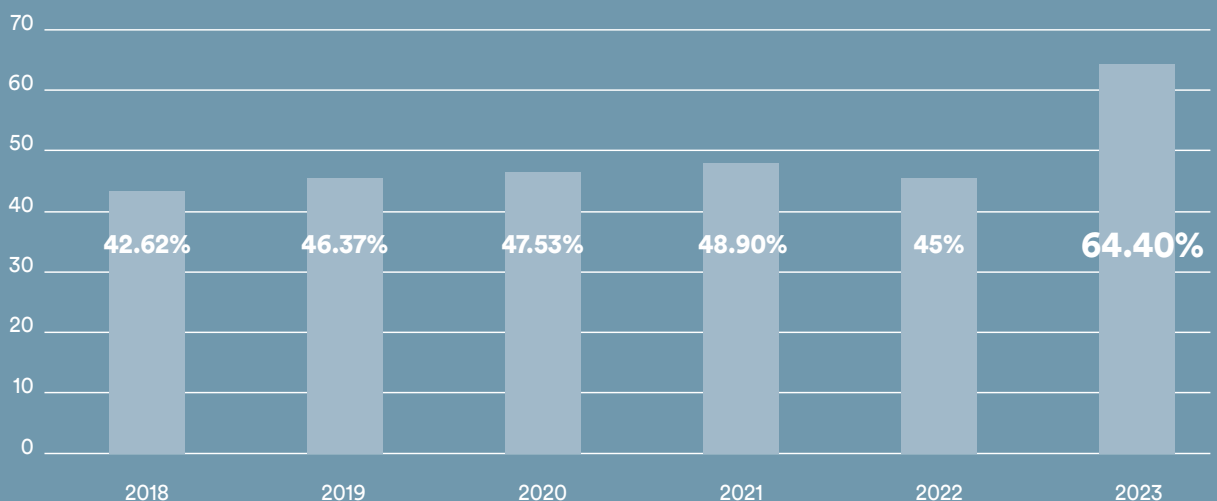
For us, love for our territory means having solid roots and feeling an integral part of the community in which we live. Always committed to social issues, we have decided to invest in local suppliers, with 64% of the companies from which we buy raw materials located in the Treviso area. This commitment reflects our conviction in the appreciation of the territory, a fundamental element of our philosophy that we pursue by promoting local economic development through the choice of organic and short supply chain products.

In particular, the choice of grape suppliers is determined not only by the search for quality and organic raw materials, but also by the human and family relationship that is created with those who, like us, dedicate their passion to offering an excellent product.

We believe that our commitment to selecting local suppliers, certified organic for raw materials and assessed for their affinity towards environmental and sustainability issues, has contributed significantly to our growth in the international market.

Our company vision is to operate as sustainably as possible in every area, and choosing local suppliers not only enables us to significantly reduce CO₂ emissions for the transport of goods, but also makes it easier for us to ensure environmental protection and respect for human rights along our supply chains.

Percentage of suppliers from the Treviso area out of total suppliers



Control bodies



Valoritalia is an inspection body for regulated product certifications, such as Protected Designation of Origin (PDO) and Protected Geographical Indication (PGI). This body ensures that all of the winery's appellations, from the Conegliano - Valdobbiadene DOCG to the Piave DOC to the Prosecco DOC, are subject to control and verification.

Documentary control and traceability of wines as well as the truthfulness verification of bottlings are carried out to guarantee the consumer.

In addition, Valoritalia is the body that issued the Equalitas certification.



Identifies the certification body to which the company refers. BIOS s.r.l. is a control and certification body for organic production methods pursuant to Reg. EC 834/07 and Reg. EC 889/08 authorised by the Ministry of Agriculture and Forestry in Italy and the Ministry of Agriculture and Rural Development (MADR) in Romania. Operating since 1999, the organisation has grown over the years by adding voluntary product certification activities.

Bios s.r.l.'s quality policy is geared towards safeguarding and guaranteeing the following aspects:

- compliance with the organic production method as defined by Reg. EC 834/2007 and its implementing regulations, as well as by public or private regulations and/or standards of foreign states outside the European Union.
- the conformity of products or services or systems with recognised technical standards or normative documents.

Banks

It is essential to recognise the role of the banks with which, for years, the Pizzolato Group has established solid relations, particularly with local Cooperative Credit Banks, such as Banca della Marca e CentroMarca Credito Cooperativo, which have elevated social sustainability to a cardinal principle of their own activities. This synergy also extends to Banca Nazionale del Lavoro, which is committed to responsible investment and financing, and Credit Agricole Italia Spa, which places special emphasis on agriculture and agribusiness and is attentive to climate change.

These partnerships with banks not only strengthen our financial support network, but also align perfectly with our values of sustainability and social responsibility. Through these partnerships, we can finance our economy ethically and help promote sustainable agricultural practices. Our relationship with credit institutions is a tangible example of our commitment to building a better future for all.



Community

In the era of global interconnectedness, teamwork and community support prove essential for sustainable progress and social balance.

The strength of a team lies in uniting different people towards shared goals, creating a synergy that enables them to face challenges, stimulate innovation and achieve important objectives. This union is vital not only within the organisation, but also extends outside, in active support of the local community.

Indeed, investing in the community means investing in our future, contributing to the growth and well-being of the so-

cial, cultural and economic environment in which Pizzolato operates. Through volunteer initiatives, sponsorships and partnerships, we can leave a positive and long-lasting legacy.

Including these principles in our sustainability report goes beyond simple reporting; it is a statement of principles that emphasises the importance of collective commitment to the common good, inviting us to consider success not only in terms of profit, but also through the positive impact on people and the territory.

ACTIVITIES IN THE WINERY

As custodians of an invaluable natural heritage, we have chosen to adopt certified organic and vegan farming practices to ensure the purest expression of the terroir we cultivate.

We look to the future knowing that every action counts. Our commitment is to go on innovating, without ever losing sight of the importance of sustainability. We are committed to being an example of how the wine industry can thrive in harmony with the environment, for the present and future generations.

Our responsibility, however, also extends to the dissemination of environmental education. Through our Organic Tours, we open the doors of our winery to show our work with transparency and to share the philosophy that guides all our choices. L'Officina del Vino, on the other hand, is the beating heart of our hospitality, where every event becomes an opportunity to celebrate the symbiosis between man and nature.

IN THE WINERY



ORGANIC TOURS

Guided tours with tastings conceived as food and wine experiences aimed at discovering the Pizzolato world from production to the table. In 2023, the winery welcomed 149 visits, with a total of 1035 visitors, 23% of whom came from abroad. Also, 206 students came to visit.

WINE SHOP

Our point of sale for the direct sale of organic and vegan wine. Since 2023, the shop has also offered an organic bulk wine service: red, still white and sparkling white wine.

BUSINESS

The winery has always welcomed corporate collaborations or private events in the space we have dedicated to hospitality: L'Officina del Vino. In 2023, the winery hosted 31 events sharing its organic and sustainable philosophy.

EVENTS

An annual calendar, full of events, in which to experience our world and get in touch with the culture of organic and sustainability.

WINE EXPERIENCE

An introductory wine course, aimed at all wine enthusiasts, consisting of four themed evenings to provide an overview of the world of wine, the various types and production methods.

CINEMA

IN THE WINERY

A cycle of film screenings in the vineyard, promoted by SOLELUNA DOC association in collaboration with the CONSORZIO PROSECCO DOC. Pizzolato hosted a screening of the film 'STORIES FROM THE SEA' by Jola Wirczorek.

SCENT OF MUST

In collaboration with the 'Pumpkin Village' of 'Nonno Andrea', every weekend in October, organic tours were organised on the theme of grape harvest, the most evocative period of the wine cycle. In addition to the conventional visit, guests could taste the must of a freshly harvested grape.

THE NOVELLO FESTIVAL

An event celebrating the beauty of nature and autumn flavours, offering the last sip of summer in the middle of autumn. The Novello, the first wine of the year produced just after the harvest, symbolises the reward for the hard work of the previous months.

Projects in the territory

As part of our commitment to sustainability and the well-being of the community around us, we promote a local welfare that goes beyond the mere production of organic wine. Our goal is to create a working and social environment that supports not only our staff and their families, but also the local communities.

We engage in initiatives that improve the quality of life in our area; we collaborate with local authorities and associations to develop social support, environmental education and health promotion projects. These projects not only enrich the social fabric, but also strengthen the bond between the winery and the community.

VILLORBA CALCIO ASD

The winery continues to be the main sponsor of the sports club, contributing to the growth and development of the teams, the young employees and the community involved.

'IL FIORE DEL DESERTO'

Pizzolato was the technical sponsor of Silvia Canton's solo exhibition, dedicated to condemning the catastrophes caused by climate change, at the Santa Caterina Museum in Treviso.

WELFARE CARE

Partner of the 'Free Mammography and Ultrasound' event, promoted by WelfareCare, dedicated to breast cancer prevention.

IEO-MONZINO FOUNDATION

Wine sponsors of the Christmas Gala for Research, a charity evening in support of cancer and heart disease research at the European Institute of Oncology and the Monzino Cardiology Centre.

MARIA LETIZIA VERGA COMMITTEE

The winery, through the purchase of handmade pandoro, renewed its pledge to support the Committee whose mission is to improve the overall quality of life of children and young people suffering from haemato-oncological diseases.



Anna tells us about this very special month for the winery. Sharing the value of sustainability is really important to us.



Anna Pavan

— HOSPITALITY AND EVENTS
AREA

The Sustainability Month

The Sustainability Month at La Cantina Pizzolato, what were the most interesting events?

From 15 May to 16 June 2023, La Cantina Pizzolato celebrated the Sustainability Month. During these weeks, we organised various events and meetings aimed at dialogue and discussion on sustainability issues in all its facets. We involved many guests and invited the local community to participate, because sustainability is a journey we all have to travel together, no one excluded.

Of the meetings organised, these were the ones that attracted the most interest, with the involvement of the audience and their passionate participation.

Events of the month:

23 MAY

Happy work: utopia or reality? A chat with EVA MARTINI

An aperitif was hosted with Eva Martini as a guest, specialised in Agile HR, psychological safety, diversity and inclusion; certified as Chief Happiness Officer. During the evening, we exchanged views and experiences on the subject of well-being in the workplace and awareness of the issue on the part of companies and not only the employee.

15 JUNE

Communicate to share, communicate to apply

This event was intended to present the Sustainability report 2022 to the public, both with a conference in the winery and live on Pizzolato's Instagram profile. The talk touched on issues concerning policies, commitments and the impact of the choices made by the winery in the environmental and social context.

28 MAY

'Open wineries 2023': wine, art and sustainability

A National event promoted by Movimento Turismo del Vino in which Pizzolato opened its doors for a carefree day in the vineyard and winery spaces. Various activities were planned, including guided tours, tastings, masterclasses, picnics and, last but not least, a theatrical performance, again on the theme of sustainability.

5 JUNE

A chat in the square

Sponsored by the municipality of Villorba, we opened the doors of our winery to start a dialogue with citizens on ethical actions and social responsibility, fundamental elements that guide our company on its path towards a greener and more conscious future.

23 MAY - 16 JUNE

Exhibition Ecorete by Ricrearti

From 24 May to 16 June, the cosy spaces of the winery hosted the extraordinary works of Ricrearti. These works, developed with great creativity, aim to give new life to processing waste from companies belonging to the Assindustria Venetocentro Sustainability Group. The free exhibition offered visitors a unique experience, allowing them to appreciate the art of recycling and sustainability. The Associazione il Pesco of Mogliano Veneto and the Piccola Comunità of Conegliano, two organisations passionately dedicated to welcoming and supporting disadvantaged people, were involved in the creation of the works. Thanks to this collaboration, the exhibition not only highlighted the artistic talent of the participants, but also underlined the importance of social inclusion and solidarity.





SAVE MIGUEL

La foresta del sughero dona la parte più preziosa di sé
che si trasforma e dà vita a nuovi materiali
per la biodiversità e la bellezza dell'ospitalità.

CORK100
SUSTAINABLE

ETICO

IL RICICLO DEI TAPPI
il lato etico di Amorim

Metti qui il tappo usato.



04 ECONOMIC IMPACT

The Profit and Loss Statement

In order to account for economic data in a clearer and more comprehensible manner than in traditional financial statements, the relationship between resources used and stakeholders (and their reporting areas) must be highlighted. To this end, the balance sheet is reclassified by destination.

PROFIT AND LOSS STATEMENT

(A) VALUE OF PRODUCTION

1) Revenues from sales and services	24,664,249.00
2) Change in inventories of work in progress, semi-finished and finished products	-24,753.00
3) Change in contract work in progress	–
4) Increases in fixed assets for internal work	–
5) Other revenues and income	361,586.00
TOTAL (A) VALUE OF PRODUCTION	25,001,082.00

B) PRODUCTION COSTS

6) For raw materials, consumables and goods	17,617,153.00
7) For services	2,122,297.00
8) For use of third party assets	749,019.00
9) For staff	1,505,168.00
(a) Wages and salaries	1,100,716.00
b) Social charges	318,055.00
(c) Severance pay	79,717.00
d) Pensions and similar benefits	–
e) Other costs	6,680.00
10) Depreciation and Amortisation	502,078.00
a) Amortisation of intangible fixed assets	152,151.00
b) Depreciation of tangible fixed assets	331,174.00
c) Other write-downs of fixed assets	–
(d) Write-downs of receivables included in current assets	18,753.00
11) Change in inventories of raw, ancillary and consumable materials and goods	73,350.00
12) Provisions for risks	–
13) Other Provisions	–
14) Sundry operating expenses	147,536.00
TOTAL (B) PRODUCTION COSTS	22,716,601.00

DIFFERENCE BETWEEN PRODUCTION VALUES AND COSTS (A-B)	2,284,481.00
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(C) FINANCIAL INCOME AND EXPENSES

	15) Income from equity investments	–
	16) Other Financial Income	211.00
	(a) from receivables recorded as fixed assets	–
	(b) from securities included in fixed assets that do not constitute equity investments	–
	(c) from securities included in current assets that do not constitute equity investments	–
	(d) income other than the above, with separate disclosure of income from subsidiaries and associates and income from parent companies	211.00
	17) Interest and other financial charges	150,645.00
	17 a) Foreign Exchange Gains and Losses	10.00
TOTAL (C) FINANCIAL INCOME AND EXPENSES		-150,444.00

D) VALUE ADJUSTMENTS TO FINANCIAL ASSETS

	18) Revaluations of financial assets	–
	a) of equity investments	–
	(b) of financial fixed assets not constituting equity investments	–
	(c) of securities included in current assets that do not constitute equity investments	–
	19) Write-downs of financial assets	–
	a) of equity investments	–
	(b) of financial fixed assets not constituting equity investments	–
	(c) of securities included in current assets that do not constitute equity investments	–
TOTAL (D) VALUE ADJUSTMENTS ON FINANCIAL ASSETS		–

E) EXTRAORDINARY INCOME AND EXPENSES

20	20) Income, with gains on disposals shown separately	–
21	21) Charges, with separate indication of capital losses on disposals and taxes relating to previous years	–
TOTAL (E) EXTRAORDINARY ITEMS		–

PROFIT BEFORE TAX (A-B+C+D+E)**2,134,037.00****D) RECTIFICATIONS**

22	Income tax for the year	603,602.00
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PROFIT / LOSS FOR THE YEAR**1,530,435.00**

The production of added value

THE PRODUCTION OF ADDED VALUE

2023

Revenues from sales and services (net of revenue adjustments)		24,664,249.00
Change in inventories of work in progress, semi-finished and finished products		-24,753.00
Change in contract work in progress		-
Other revenues and income		361,586.00
Revenues from typical activities		25,001,082.00
Revenues from non-standard production (contract work)		-
GVP	GLOBAL VALUE OF PRODUCTION	25,001,082.00
INT.CO	INTERMEDIATE COSTS OF PRODUCTION	20,707,155.00
GCAV	GROSS CHARACTERISTIC ADDED VALUE	4,293,927.00
Ancillary revenues		211.00
Ancillary costs		18,753.00
G.ACC. Res.	Balance of ancillary management	-18,542.00
Extraordinary income		-
Extraordinary costs		-
EX.C	Extraordinary management balance	-
GGVA	GLOBAL GROSS VALUE ADDED	4,275,385.00
Amortisation		483,325.00
GBAV	GLOBAL NET ADDED VALUE	3,792,060.00

The distribution of added value

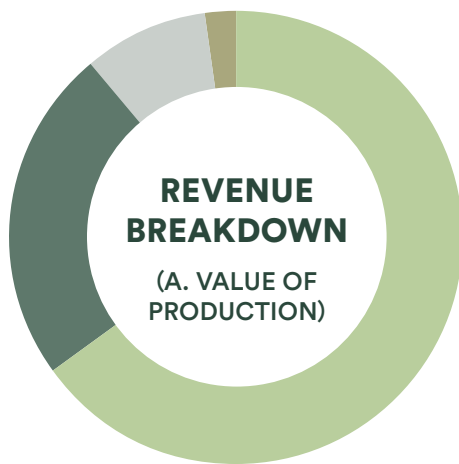
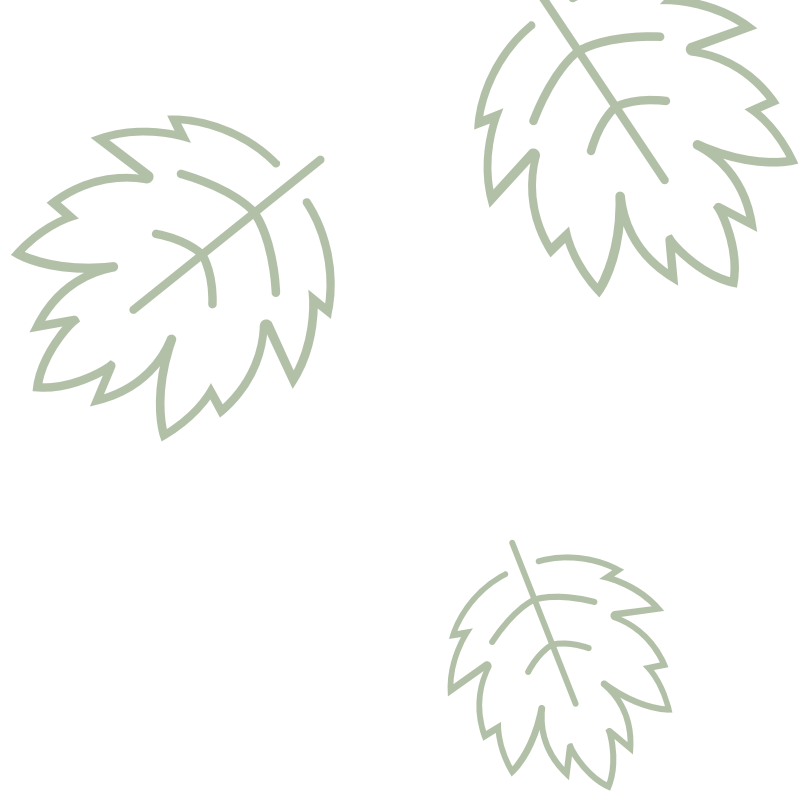
THE DISTRIBUTION OF ADDED VALUE		
		2023
Non-employee staff		-
Employees		1,505,168.00
> Direct remuneration		1,187,113.00
> Indirect remuneration		318,055.00
> Possible income shares		-
A	STAFF REMUNERATION	1,505,168.00
Direct Taxes		603,602.00
Indirect Taxes		-
B	REMUNERATION OF PUBLIC ADMINISTRATION	603,602.00
Short-term capital charges		-
Long-term capital charges		150,655.00
C	REMUNERATION OF CREDIT CAPITAL	150,655.00
Dividends (profits distributed to ownership)		-
D	RETURN ON RISK CAPITAL	-
E	REMUNERATION OF THE COMPANY	1,530,435.00
F	EXTERNAL DONATIONS	2,200.00
GBAV	GLOBAL NET ADDED VALUE	3,792,060.00

The profit and loss account year 2023

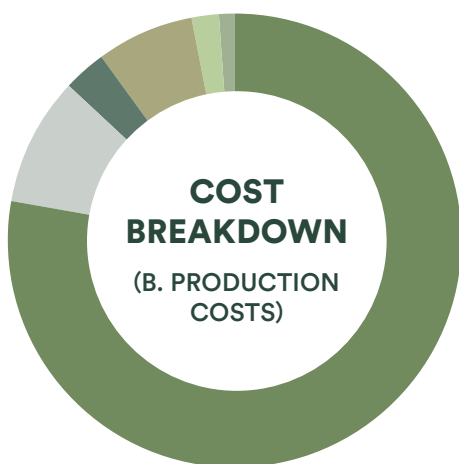
(A) VALUE OF PRODUCTION		
Revenues from sales and services	24,664,249	99%
Changes in inventories of work in progress, semi-finished and finished products	-24,753	0%
Other revenues and income	361,586	1%
	25,001,082	100%

B) PRODUCTION COSTS		
For raw materials, consumables and goods	17,617,153	78%
For services	2,122,297	9%
For use of third party assets	749,019	3%
For staff	1,505,168	7%
Depreciation and Amortisation	502,078	2%
Changes in inventories of raw, ancillary and consumable materials and goods	73,350	0%
Provisions for risks	0	0%
Sundry operating expenses	147,536	1%
	22,716,601	100%

Geographical Area	VALUE CURRENT YEAR
ITALY SALES	2,320,577.39
EU SALES	16,303,501.72
NON EU SALES	6,040,169.89
Changes in inventories of work in progress, semi-finished and finished products	-24,753
Other revenues and income	361,586



- ITALY SALES
- EU SALES
- NON EU SALES
- CHANGES IN INVENTORIES OF WORK IN PROGRESS, SEMI-FINISHED AND FINISHED PRODUCTS



- FOR RAW MATERIALS, CONSUMABLES AND GOODS
- FOR SERVICES
- FOR USE OF THIRD PARTY ASSETS
- FOR STAFF
- DEPRECIATION AND AMORTISATION
- SUNDRY OPERATING EXPENSES





Stefania Pizzolato
— ADMINISTRATION AND
HUMAN RESOURCES MANAGER

Legality rating

Stefania explains what the legality rating is and why La Cantina Pizzolato chose to apply for it.

The legality rating is a tool introduced by the Italian Competition and Market Authority (AGCM) to promote and recognise companies that operate according to principles of legality, transparency and social responsibility. This rating is awarded based on strict criteria that assess compliance with regulations and the adoption of virtuous practices.

It is awarded to companies that demonstrate compliance with a number of requirements, including the absence of relevant criminal proceedings, the adoption of organisational models for crime prevention, transparency in relations with institutions and the adoption of socially responsible practices. Each company is awarded a score ranging from one to three stars, depending on the level of compliance with the established criteria.

Why did La Cantina Pizzolato apply for a legality rating?

- 1. Transparency and Reliability:** Obtaining the legality rating is a way of demonstrating to customers, business partners and investors one's commitment to transparency and accountability. This recognition attests that the company operates according to ethical and legal principles, increasing their trust in La Cantina Pizzolato.
- 2. Social Responsibility:** La Cantina Pizzolato is committed to corporate social responsibility. Applying for and obtaining the legality rating is a way to formalise and make visible this commitment, demonstrating that the company not only complies with the law, but also adopts virtuous practices that contribute to the community and environment well-being.
- 3. Continuous Improvement:** The process of obtaining a legality rating involves a thorough review of business practices. This allows La Cantina Pizzolato to identify areas for improvement and implement measures to further strengthen its regulatory compliance and ethical practices.

La Cantina Pizzolato's application for the legality rating reflects its strategic commitment to quality, transparency and social responsibility, essential pillars to ensure the company's long-term, sustainable growth.







THE 2030 AGENDA

The 2030 Agenda for Sustainable Development is an action programme aimed at people, the planet and prosperity, signed in September 2015 by the governments of the 193 UN member states. It incorporates 17 Sustainable Development Goals (SDGs) into a broad action programme with a total of 169 targets. The official launch of the Sustainable Development Goals (SDGs) coincided with the beginning of 2016, guiding the world on the path to follow over the next 15 years: countries have committed to achieving them by 2030.

The Development Goals follow up on the achievements of the Millennium Development Goals. 'Common goals' means that they concern all countries and all individuals.

La Cantina Pizzolato also feels obliged to make a difference in order to achieve these common goals in which no one should feel excluded.

OBIETTIVI PER LO SVILUPPO SOSTENIBILE



The Agenda 2030 goals

Actions and activities in the winery

2 ZERO HUNGER 	<ul style="list-style-type: none"> → Promotion of sustainable agriculture → Implementation of agricultural practices that protect the ecosystem and improve soil quality → Supporting people-centred rural development and protecting the environment at the same time → Increasing investment in agricultural research and training 	<ul style="list-style-type: none"> → Research and development on resistant PIWI vines, which require fewer treatments → Promotion of organic and vegan farming through integrated pest management → Training grape suppliers and employees supported by agronomists sharing the know-how acquired on organic viticulture → Investments in agriculture and new state-of-the-art machinery
3 GOOD HEALTH AND WELLBEING 	<ul style="list-style-type: none"> → Reducing pollution of air, water and soil by hazardous chemicals 	<ul style="list-style-type: none"> → Promotion of organic farming and a complete ban on synthetic chemicals, pesticides and herbicides → Reduction of organic pollutants in waste water by means of a biological purifier
6 SANITATION 	<ul style="list-style-type: none"> → Reducing the pollution and release of hazardous waste and reducing the amount of contaminating waste water, promoting safe reuse → Substantially increasing water efficiency for use in all sectors 	<ul style="list-style-type: none"> → Installation of a biological wastewater purifier that allows purified and filtered water to be returned to the soil for 100% reuse → Implementation of drip irrigation in the vineyard → Progressive implementation of underground irrigation in new installations
7 AFFORDABLE AND CLEAN ENERGY 	<ul style="list-style-type: none"> → Increasing renewable energy and improvement in clean energy technologies → Improving energy efficiency 	<ul style="list-style-type: none"> → Installation of 570 photovoltaic panels with reduced CO₂ emissions → Revamping the old photovoltaic system → Implementation of an annual consumption control system
8 DECENT WORK AND ECONOMIC GROWTH 	<ul style="list-style-type: none"> → By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value → By 2030, develop and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products 	<ul style="list-style-type: none"> → 'L'Officina del Vino' pavilion dedicated to food and wine and cultural events related to the wine world → Collaboration with other local figures for the organisation of dedicated events and initiatives → Collaboration with schools, universities and training organisations to carry out internships and apprenticeships

The Agenda 2030 goals

Actions and activities in the winery

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<ul style="list-style-type: none"> → Developing quality, reliable, sustainable and resilient infrastructures including regional and cross-border infrastructures to support economic development and the well-being of individuals → Upgrading infrastructures and modernising industries to make them sustainable, with greater resource efficiency and increased adoption of clean, environmentally friendly technologies and industrial processes 	<ul style="list-style-type: none"> → Creation of a sustainable winery that reflects the company's philosophy by using and promoting local materials → Creation of 'L'Officina del Vino', an event space that reflects the company's philosophy by using and promoting local materials → Renewing the company vehicle fleet with more efficient vehicles
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<ul style="list-style-type: none"> → Achieving sustainable management and efficient use of natural resources → Substantially reducing waste generation through prevention, reduction, recycling and reuse → Disseminating relevant information about the right awareness of sustainable development and a lifestyle in harmony with nature → Implement tools to monitor the impacts of sustainable development for sustainable tourism, which creates jobs and promotes local culture and products 	<ul style="list-style-type: none"> → Specific, constant and transparent communication to stakeholders through digital and non-digital channels → Choice of recyclable or reusable packaging → Waste management through control consortia and promotion of recycling and subsequent reuse activities → Cooperation with specialised companies for the recycling of specific products, such as corks and plastic-coated paper → Use of local products in the dishes of the Officina del Vino → Guided tours to promote wine culture and knowledge of indigenous grape varieties
<p>15 LIFE ON LAND</p> 	<ul style="list-style-type: none"> → Promoting sustainable management of all types of forests, stopping deforestation, restoring degraded forests → Taking urgent and significant measures to reduce the degradation of natural habitats, stopping the loss of biodiversity and protecting and preventing the extinction of threatened species → Combatting desertification, restoring degraded land and soil, including land affected by desertification, drought and flooding, and striving for a world without land degradation 	<ul style="list-style-type: none"> → Use of beech waste from the Cansiglio forest for the construction of the winery (Veneto Agricoltura project) → Use of FSC paper in different production areas and/or recycled paper with different percentages of virgin material → Choice to operate in organic agriculture with respect for the entire ecosystem → Use of recovery sprayers for treatments that reduce the dissemination of minerals used in organic farming into the environment → Manual weed management to promote biodiversity in the vineyard

05

REPORTS AND ASSESSMENTS

IMPACT REPORT 2023

MISSION

The following is the second impact report of La Cantina Pizzolato SRL, formally a Benefit Corporation (BC) as of 31.08.2022.

The winery changed from a limited partnership to a limited liability company in 2015 and completed its transformation at the end of August 2022, by adding the common benefit purposes typical of a Benefit Corporation to its articles of association.

Being a Benefit Corporation confirms the company's mission, which came about as a result of Settimo Pizzolato's personal choice to create a company dedicated exclusively to the organic world and its good practices as detailed by the European Regulation 848/2018, which now translates into a

more articulated way of doing business based on responsible choices towards all the stakeholders that gravitate inside and outside the company.

Step by step, change after change, the company carries out activities on a daily basis whose goal is to generate environmental, social and economic value, measurable in the various areas that define the corporate nature of the company.

Already during 2022, a sustainability team was set up by selecting employees from several company areas, and it was implemented during 2023. The purpose of this team is to be able to nimbly understand and monitor all sustainability issues, to share, to intervene where needed, and this requires multiple points of view and different professionalism.

In 2023, the team is composed as follows:

**Sabrina
Rodelli**

Director
in charge of
sustainability

**Michela
Lo Iacono**

Human Resources
Area

**Federica
Tocchetto**

Quality Control Area

**Nicola
Borghetto**

Production Planning
Area

**Barbara
Bertocchi**

Marketing Area

**Anna
Pavan**

Marketing Area

The group worked actively throughout the year through dedicated training, sharing experiences and monthly meetings.

61

HOURS DEDICATED
TO SUSTAINABILITY
TRAINING BY THE TEAM

12

SUSTAINABILITY TEAM
MEETINGS DURING THE
YEAR 2023

THE COMMON BENEFIT PURPOSES OF THE PIZZOLATO WINERY SRL

A. The preservation, regeneration and promotion of the territory, encouraging the conversion of wine-growing to organic and biodynamic cultivation and healthy use by people, including the pursuit of synergies with profit and non-profit entities for the research, dissemination and implementation of good agricultural practices;

B. Continuous improvement towards environmental and social sustainability of business processes and practices in order to minimise negative impacts and amplify positive impacts on people, the biosphere and the land;

C. The creation of a working environment that guarantees the health and safety of people and is a place aimed at enhancing and developing the potential of employees, including through training, welfare and work-life balance; the pursuit of occupational well-being, including through the implementation of concrete programmes concerning psycho-physical well-being and work-life balance, to ensure that the workforce is characterised by dynamism, enthusiasm, creativity and a strong sense of belonging;

D. The sustainability of its production chain, maintaining high standards of quality and excellent service, searching for innovative solutions, also contributing to the debate and the transition of the wine sector towards sustainable production from a social, environmental, and economic point of view, also through the containment of consumption, negative environmental and social impacts and waste with a view to the circular economy of resources;

E. The development of activities and events, especially training and cultural ones, also in cooperation with third parties including those belonging to the world of education, training and education, aimed at integrating and disseminating best practices in terms of sustainability;

F. Collaboration with and support for non-profit organisations, foundations and the like whose purpose is aligned and in harmony with that of the company, in order to contribute to their development and broaden the positive impact of their work, with a particular focus on activities carried out in the territory in which the company operates.

The individual goals can only be defined as achieved if they are viewed as a whole, in search of a balance that will ensure that the company's internal wellbeing and that of the context in which it operates last in the long term.

As a BC, pursuant to and for the purposes of Article 1, paragraphs 376-384, Law No. 208 of 28 December 2015, the Benefit Corporation intends to pursue the purposes of common benefit referred to above and, in addition, to operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, entities and other associations.



PURPOSE A: the preservation, regeneration and promotion of the area, encouraging the conversion of wine-growing to organic and biodynamic cultivation and healthy use by people, including the pursuit of synergies with profit and non-profit entities for the research, dissemination and implementation of good agricultural practices.

GOOD AGRICULTURAL PRACTICES

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Improved environmental impact with incentives to reduce unnecessary work in the vineyard.	On 27 November 2023, a meeting between management, the agronomist and the grape growers took place at the headquarters with the aim of sharing experience, good practices, and the difficulties associated with organic production and climate change.	Dissemination and sharing of organic culture.
Selection of the grape supplier based on environmental performance.	During the meeting of 27 November 2023, the Management submitted a questionnaire on sustainability to all suppliers, with the aim of understanding, for each supplier, the activities they have put in place - or intend to - within the next two years in the area of sustainability.	The collected results show that growers, regardless of their size, are sensitive to sustainability issues and, if not yet done, will implement activities/investments in this direction within two years.
Increase the diffusion of the organic and PIWI philosophy and the consumption of a more sustainable wine.	Spring 2023: a survey and social campaign were conducted related to the winery's PIWI products that involved all employees. Usual autumn event 'Novello festival' where Novello wine made from PIWI vines is presented.	Dissemination of knowledge about PIWI wines and their special features both through social networks and through guided visits in the winery and/or dedicated tastings.
Involvement in PIWI associations for training and education on the subject.	Active participation in PIWI ITALIA and PIWI International.	The company maintains its commitment by actively participating in dedicated associations.



GOOD AGRICULTURAL PRACTICES	
YEAR 2024	
GOAL	KPI
Increase communication on organic farming.	Carry out communication campaigns dedicated exclusively to organic farming. Communication campaign called 'Let's Cultivate Values'.
Continue involvement in PIWI associations.	Active participation in PIWI ITALIA and PIWI International.
Involve our stakeholders more in organic farming issues.	Hold a conference in 2024 with organic farming as its focus.
Continue sharing with the grape growers and support them.	Hold at least one meeting with grape suppliers to share experience, best practices, and difficulties related to organic production and climate change.
Improve good practices in the fields.	Provide for improvement projects involving at least 20% of the suppliers' land, possibly with the help of research institutes and/or consultants.

B.

PURPOSE B: continuous improvement towards environmental and social sustainability of business processes and practices in order to minimise negative impacts and amplify positive impacts on people, the biosphere and the land.

GOOD PRACTICES RELATED TO THE PRODUCTION PROCESS		
ACTION 1 ELECTRICITY CONSUMPTION		
YEAR 2023		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Optimisation of the photovoltaic system.	<ul style="list-style-type: none">· commissioning of existing 99 kWp photovoltaic system;· commissioning of existing 138 KWp photovoltaic system;· installation of an energy-saving device with an automatic energy management system;	<ul style="list-style-type: none">· expected production of the 99 kWp system 104,000 kWh;· expected production of the 138 kWp system 145,000 kWh;· the installation of the energy-saving device is expected to reduce annual consumption by 5%. <p>Not all activities planned for 2023 have been implemented.</p> <p>These delays are not attributable to the company but to a longer-than-expected extension of the time needed to study the most suitable and efficient solutions.</p>
YEAR 2024		
GOAL	KPI	
Increased corporate awareness of energy consumption.	Installation of a measuring and monitoring system to check and control consumption.	
Check consumption and study areas for intervention.	Energy audits for targeted intervention.	
Staff involvement in energy saving.	Staff training and awareness-raising.	

ACTION 2 | CERTIFICATIONS

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Obtaining Equalitas certification.	On 6 and 7 February 2023, the first audit for the awarding of the certification was successfully carried out.	On 17 March 2023, Certification was obtained by issuing the relevant Certificate No. CC/071_rev.00, expiring on 16/03/2026.

YEAR 2024

GOAL	KPI
Maintain the Organic Certification.	Maintain the company's founding certification, in place since 1991.
Maintain Equalitas Certification.	Maintain this certification also for 2024 by fulfilling not only the main requirements, already examined in 2023, but also the minor ones.
Undertake the pathway to further certification.	Consider introducing at least one of the following certifications: <ul style="list-style-type: none"> · Model 231 · B-Corp Certification · Gender Equality Certification and begin the relevant process to obtain it.

ACTION 3 | SUSTAINABILITY TEAM

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Introduction of a Sustainability Technician in the company.	Specific job description drawn up. Position opened in the second half of 2023. Professional identified in December 2023.	Entry into the company of this professional on 2 April 2024.
Continuous training on sustainability (at least 40 hours budgeted).	Active participation in seminars, in the Sustainability Week organised by Confindustria Veneto Est in May 2023 and in visits to the various companies of the Sustainable Companies Group.	The team performed a total of 61 hours during the year 2023.
Alignment and annual updating of the entire company on sustainability.	The sustainability team meets at least every two months; in November 2023, during the plenary meeting, a focus for all employees on sustainability.	Thanks to the meetings it holds, the sustainability team is always up-to-date on issues and problems related to the subject and shares its training experiences. It sets goals and ways of achieving them that involve the entire company staff.

YEAR 2024

GOAL	KPI
Infuse all colleagues with a greater culture of sustainability.	Provide specific training by the Sustainability Technician. At least 3 hours each
Sustainability training for the whole team.	At least 50 training hours for the group.
Expand the sustainability team.	At least ¼ of the company's employees to be active team members.

ACTION 4 | REDUCING WASTE AND CONSUMPTION**YEAR 2023**

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Raise employees' awareness of waste separation for continuous improvement.	Awareness-raising activities were carried out, but did not bring the desired results.	There are difficulties in the correct sorting of waste, this implies that more and further specific training must be done.
Introduction of a system for measuring the Carbon and Water Footprint.	In 2023, due to the lack of a specific professional figure, such measurement was postponed to the year 2024.	

YEAR 2024

GOAL	KPI
Continue the experience started in 2023 on waste and separate collection.	Identification of the most suitable management software for the purpose, 2024 data collection and calculation.
Carbon and Water Footprint calculation.	Identification of the most suitable management software for the purpose, 2024 data collection and calculation.





PURPOSE C: the creation of a working environment that guarantees the health and safety of people and is a place aimed at enhancing and developing the potential of employees, also by acting through training, welfare and work-life balance; the pursuit of work well-being, also through the implementation of concrete programmes relating to psycho-physical well-being and work-life balance, in order to ensure a workforce characterised by dynamism, enthusiasm, creativity and a strong sense of belonging.

GOOD PRACTICES TOWARDS PEOPLE		
ACTION 1 COMPANY WELL-BEING		
YEAR 2023		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
New Code of Ethics and Regulations.	First draft of a new Code of Ethics and Company Regulations.	In 2023 the Corporate Policy was drafted, published and signed. A first draft of the new Code of Ethics was produced and will be finalised by 31/12/2024.
Adoption of a holiday scheduling plan by sector.	100% employees involved in the choice of their holiday plan.	Published in February 2023 the calendar with the company closures, so that each employee in turn could submit, in writing, to his or her manager, their holiday plan. The manager confirmed the request within ten days, subject to production needs. The HR Department informed each employee of his or her annual residual and accruable holidays, handing each one a summary file with all the necessary data. No request was refused.
Maintaining shared corporate values.	2 plenary meetings (2 November and 22 December), area meetings (weekly/every two weeks, or monthly), annual company outing, both group and individual meetings and team building activities.	Such activities create a more cohesive, serene, stimulating and engaging working environment. Participation in activities never falls below 90%.
YEAR 2024		

GOAL	KPI
New Code of Ethics and Regulations.	Finalisation of the new documents and sharing with key stakeholders.
Holiday company policy.	Create and share a specific and more detailed policy.
Flexible hours.	Introduce flexible hours on entry and exit for the office employees from Monday to Thursday (there is the possibility of early exit from 14:00 hours on Fridays since 2022).
Our Voice Project.	Introduction of a Management Consultant for Human Resources for the Board and First-Line Managers.
Maintain the 'Let's listen to each other' Project started in mid-2021.	Activities aimed at corporate well-being for the most operational figures, carried out with the collaboration of a certified Chief Happiness Officer.
Calendar Project.	Implementation of the software in use to facilitate sharing a corporate calendar. Basic and advance training provided.
Maintaining shared corporate values.	Implementation of existing sharing tools and implementation of internal information systems.

ACTION 2 | EMPLOYEE INCENTIVES

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Activation of a benefit plan for all employees.	In June 2023, an agreement was signed with BNP Paribas, and the customised benefits platform was created through WellMakers. These are on-top benefits.	A total amount of €22,398 was allocated.

YEAR 2024

GOAL	KPI
Training and use of the benefits platform.	Allocate an amount for the benefits platform also for 2024 that can be freely spent among multiple services/rewards/activities etc. Provide specific training by a WellMakers technician to all employees on the services and how to use them.
Agreements for employees.	<ul style="list-style-type: none"> · Maintain the agreements as a member company of Confindustria Veneto Est · Conclude at least 2 new agreements with local activities and/or services by the year 2024;

ACTION 3 | STAFF TRAINING

YEAR 2023		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Increasing employees' competences (both hard and soft skills).	Customised training. An amount of €500.00 was made available for each employee in addition to a budget of €5,000 for group training.	Customised training for the year 2023 (both hard and soft skills) amounted to a total of 219 hours (these hours do not include compulsory training) and involved 39 employees for a total of € 6,660.
Increased performance.	A number of employees (marketing, sales, quality control, administration, logistics and warehouse teams) were involved in the project to study, communicate and monitor both personal and team goals.	For some staff members, goal setting was challenging and stimulating. For others, however, despite the fact that the company also supported performance increase with personalised training, the goal was not completely achieved. In general, we can see that this target was 50% achieved
YEAR 2024		
GOAL	KPI	
Increasing skills.	Continuation of training activities to increase professional skills.	
Activation of projects to improve soft skills.	Team activities aimed at improving communication aspects.	



PURPOSE D: the sustainability of its production chain, maintaining high standards of quality and excellent service, searching for innovative solutions, also contributing to the debate and the transition of the wine sector towards sustainable production from a social and environmental as well as an economic point of view, also through the containment of consumption, negative environmental and social impacts and waste with a view to the circular economy of resources.

GOOD PRACTICES TOWARDS THE PRODUCT AND THE SUPPLY CHAIN

ACTION 1 | PRODUCT PACKAGING

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Continued choice of packaging with reduced environmental impact.	<ul style="list-style-type: none">· Reduce bottles weight.· Reduce carton thickness.	<ul style="list-style-type: none">· Reduce the bottle weight of a wine line. We went from a bottle that weighed 720 g to one that weighs 600 g, a 17% reduction.· Regarding the carton thickness reduction, unfortunately this resulted in complaints from customers because the thinner cartons had structural problems, so the company was forced to take a step back.
Improvement of the Cycle4green project.	The goal set for 2023 was the selection of a closer local partner for the recovery of silicone paper liners, unfortunately this goal is not achievable due to the lack of a national supplier. Therefore, the collaboration with the usual partner continues.	
Awareness-raising among employees to encourage the reduction of production waste.	Activity not carried out, postponed to 2024 to be performed by the Sustainability Technician.	

YEAR 2024

GOAL	KPI
Purchase of more sustainable packaging material.	Purchase at least 60% of materials with FSC Certification.
Awareness-raising among employees to encourage the reduction of production waste.	Display of posters with data on the trend of production waste including glass and capsules.
Continued choice of packaging with reduced environmental impact.	Provide at least one other product line with reduced environmental impact.

E.

PURPOSE E: the development of activities and events, especially training and cultural ones, also in cooperation with third parties including those belonging to the world of training and education, aimed at integrating and disseminating best practices in terms of sustainability.

GOOD PRACTICES IN A SOCIAL CONTEXT

ACTION 1 | THE RELATIONSHIP WITH SCHOOLS

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Continued collaboration with schools and institutes in the area.	The company designed and organised tours for students depending on their school/ institution of origin, starting from kindergartens up to postgraduate master degree courses.	In 2023, La Cantina Pizzolato was visited by 206 students (+20% compared to the previous year).
Maintain the offer of internships.	Curricular and extra-curricular internships were set up while maintaining strong relations with local schools.	In 2023, 5 students were hosted in cooperation with: Unis&F, Istituto G.B.Cerletti, IUSVE and University of Udine.

YEAR 2024

GOAL	KPI
Maintain partnerships with educational institutions.	Continue to involve and train students from local schools both as visitors and by giving them the opportunity to do their internship in the company.

ACTION 2 | EVENTS AND COLLABORATIONS

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Dissemination of our experience in organic farming and good business practices that can be a source of change for others.	Participation in the exhibition, held at the Santa Caterina Museum in Treviso, entitled 'Il Fiore del Deserto' (The Flower of the Desert) by Silvia Canton through a targeted speech on 25 November 2023 on climate change.	Promotion, especially at a local level, of the company's commitment to sustainability issues.

Awareness by domestic and foreign customers of the level of involvement in sustainability issues.	A sustainability engagement questionnaire was created and sent to packaging, grape and wine suppliers in 2023.	80% of the suppliers answered the questionnaire. Of these, more than half have already embarked on a path towards a more sustainable future. The remainder, on the other hand, will work within the next two or three years to put some action in place.
Active participation in the Sustainability Week organised by Confindustria Veneto Est.	Active participation (seminars, speeches and conferences) in the Sustainability Week held in Treviso from 15 to 19 May 2023.	Participation of 4 employees for a total of 22.5 hours.
Organisation of 'The Sustainability Month' in the company.	<ul style="list-style-type: none"> · Hosted in the company from 23/05 to 16/06/2023 and open to the public is Debora Basei's travelling exhibition 'Eco-Rete Sostenibile Ricrearti' promoted by Confindustria Veneto Est. · On 15/06/2023 an event was organised for the presentation of the company's participatory budget, entitled 'Communicate to Share - Communicate to Apply'. 	<p>During the period of the travelling exhibition, we held 15 guided tours with 107 visitors in total.</p> <ul style="list-style-type: none"> · The presentation of the participatory budget was attended by 49 people, eight of them as speakers. <p>These initiatives allow the company to make itself known (not only locally) and above all to promote its commitment to environmental, social and economic sustainability issues.</p>

YEAR 2024

GOAL	KPI
Maintain active participation in the Sustainability Week organised by Confindustria Veneto Est.	Ensure the presence of at least one staff member for each main event.
Maintain commitment to the dissemination of good business practices.	Provide for participation as speakers in at least 2 events 2024.

ACTION 3 | ONLINE ACTIVITIES

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Implementation of visits and sales through the website.	Unfortunately, despite the new website, we did not see an increase in visits due to technical problems.	

YEAR 2024

GOAL	KPI
Implementation of online content.	Provide at least 2 newsletters per year with sustainability as the focus.



PURPOSE F: to collaborate with and support non-profit organisations, foundations and the like, whose purpose is aligned and synergic with that of the company, in order to contribute to their development and broaden the positive impact of their work, with a particular focus on activities carried out in the area in which the company operates. The individual goals can only be defined as achieved if they are viewed as a whole, in search of a balance that will ensure that the company's internal wellbeing and that of the context in which it operates last in the long term.

GOOD PRACTICES TOWARDS THE TERRITORY

YEAR 2023

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Maintain the relationship with Maria Letizia Verga Association.	Support has continued through the purchase of pandoro/panettone for all employees, to the Maria Letizia Verga association, which is dedicated to improving the quality of life of children and young people suffering from haemato-oncological diseases.	On 28/11/2023 35 panettone and 35 pandoro were purchased for a total of €1,400.
Sharing values with associations of which the company is a sponsor.	<ul style="list-style-type: none"> Support has continued as the main sponsor of Calcio Villorba for the 2023/2024 season. The association has 337 registered footballers and 50 young female footballers Support for Rugby Villorba continues Support for U.C. Castagnole continues 	<ul style="list-style-type: none"> €40,000 paid as sponsorship to Calcio Villorba €1,500 (in bottles) donated to Rugby Villorba €1,500 donated to U.C. Castagnole.
Support for cultural activities.	<p>During 2023, the company supported the following activities/associations through donations/purchases:</p> <ul style="list-style-type: none"> Donation to the Omnia Onlus Social Cooperative Donation of bottles to the IEO Monzino European Institute of Oncology for the fundraising night held on 23 November 2023 Technical sponsor for the exhibition, held at the Santa Caterina Museum in Treviso, entitled 'Il Fiore del Deserto' (The Flower of the Desert) by Silvia Canton Partner company of the event 'Free Mammography and Ultrasound' by WelfareCare held in Villorba (TV) on 1 December 2023. 	<ul style="list-style-type: none"> €10,000 donated to the Peter Pan Nursery School in Povegliano (TV) part of the Omnia Onlus Social Cooperative €3,870 (in bottles) donated to IEO for the fundraising night €1,500 and 24 bottles donated at the 'Il Fiore del Deserto' (The Flower of the Desert) exhibition in November 2023 €1,000 advertising space for WelfareCare.

YEAR 2023

GOAL	KPI
Maintain and diversify relations with the various associations both locally and nationally.	Continue to donate, sponsor and help associations in which the company believes and with which it shares values.
Maintain support for local sports activities.	Continue both economic and cultural support for local sports activities.



2023 was our first full year as a Benefit Corporation.

There are many changes to which we are quickly becoming accustomed as we realise that we can be better day by day as entrepreneurs, as employees, as people operating within an articulated community.

With the transformation into a Benefit Corporation, we formalised our commitment not only to 'do our job well', but also to contribute to the evolution of the different stakeholders that create business together with us.

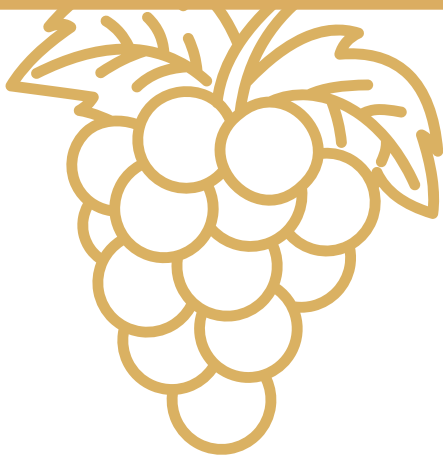
We have reason to believe that we can be an inspirational model for some of the companies that collaborate with us, just as, on the other hand, we are receivers of good practices from as many companies that embarked on this journey long before us.

This report and the next ones will be the story of a journey that is not always easy, but strongly desired, where the goal is not the destination but the means.

Sabrina Rodelli

Director in charge of sustainability





BCORP IMPACT ASSESSMENT AS AT 31/12/2023

LA CANTINA PIZZOLATO SRL

Fiscal Year End Date 31 December 2023



Company



Minimum score B Corp



As at 31.12.2023, the company achieved the necessary score to qualify for B-Corp certification. The summary below presents the impact generated considering 5 areas: Governance, Workers, Community, Environment and Customers. The current score for La Cantina Pizzolato Srl is 81.7 points. Management is currently considering whether to proceed with the certification process by the end of the year 2024.

GOVERNANCE

Details how the company can improve policies and practices relevant to its mission, ethics, accountability and transparency.

Questions
Answers

23/25

Score
general

15.8



WORKERS

Details how the company can contribute to the financial, physical, professional and social well-being of its workers

47/47

23.8



COMMUNITY

Details how the company can contribute to the economic and social well-being of the communities in which it operates.

40/40

19.0



ENVIRONMENT

Details how the company can improve its environmental management in general.

60/66

18.7



CUSTOMERS

Details how the company can improve the value it creates for its customers and direct consumers of its products and services.

8/8

4.3





**Nature is never in a hurry,
yet everything comes together**

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