



EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

ESSELUNGA S.P.A.

REPORT SUBMITTED ON 27 APRIL 2022

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
Retail / Food & Beverage / Home & Personal Care	Health / Social	1	Dietary education - Promotion of food education through initiatives to disseminate information and increasing the number of products sold in the Equilibrio, BIO and CheJoy lines by more than 50% compared to 2018	<ul style="list-style-type: none"> Percentage of increase in products sold in the Equilibrio, BIO and CheJoy lines compared to 2018: +14% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf: § 2.3.2 CSR objectives, § 	

					<p>6.3.1 Product quality and safety, § 6.3.3 Dietary education</p> <ul style="list-style-type: none"> ▪ Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html ▪ Esselunga website – Sustainability - Client section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/clienti/obiettivi-2025.html ▪ Esselunga website – Sustainability – Client section – Projects: https://www.esselunga.it/cms/sostenibilita/clienti/progetti.html ▪ Esselunga website – Sustainability – Your contribution: https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html ▪ Esselunga website – Company – Certifications: https://www.esselunga.it/cms/azienda/certificazioni/certificazione-per-il-biologico.html ▪ Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1 	
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Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<p>Innovation - Innovation of more than 1,500 Esselunga brand products and redevelopment of more than 250 recipes to improve and balance the nutritional characteristics of Esselunga brand products since 2018</p>	<ul style="list-style-type: none"> ▪ Number of redeveloped recipes since 2018: 70 ▪ Number of new or redeveloped products since 2018: 1,123 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf): § 2.3.2 CSR objectives, § 6.3.1 Product quality and safety, § 6.3.4 Innovation and sustainable products ▪ Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html ▪ Esselunga website – Sustainability – Client section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/clienti/obiettivi-2025.html ▪ Esselunga website – Sustainability – Client section – Projects: https://www.esselunga.it/cms/sostenibilita/clienti/progetti.html ▪ Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1 	
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Retail / Food & Beverage / Home & Personal Care	Environmental	3	Climate Change - 30% reduction in greenhouse gas emissions since 2018	<ul style="list-style-type: none"> Percentage reduction in indexed emissions since 2018: -39% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf): § 2.3.2 CSR objectives, § 9.3.1. Climate change Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html Esselunga website – Sustainability – Environment section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/ambiente/obiettivi-2025.html Esselunga website – Sustainability – Environment section – Focus: https://www.esselunga.it/cms/sostenibilita/ambiente/focus.html Esselunga website – Sustainability – Environment section – Projects: https://www.esselunga.it/cms/sostenibilita/ambiente/progetti.html Esselunga website – Sustainability – Your contribution: https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html 	
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Retail / Food & Beverage / Home & Personal Care	Environmental	4	<p>Packaging - 100% of the packaging of Esselunga branded products in recycled, recyclable or compostable material</p>	<ul style="list-style-type: none"> Percentage by weight of recycled, recyclable or compostable materials used for the packaging of items produced by Esselunga: 62% Percentage by weight of recycled, recyclable or compostable materials used for the packaging of Esselunga branded items produced by third parties: 91% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf): § 2.3.2 CSR objectives, § 9.3.2 Packaging and material consumption Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html Esselunga website – Sustainability – Environment section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/ambiente/obiettivi-2025.html Esselunga website – Sustainability – Environment section – Focus: 	

					https://www.esselunga.it/cms/sostenibilita/ambiente/focus.html <ul style="list-style-type: none"> Esselunga website – Sustainability – Environment section – Projects: https://www.esselunga.it/cms/sostenibilita/ambiente/progetti.html Esselunga website – Sustainability – Your contribution: https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1 	
Retail / Food & Beverage / Home & Personal Care	Social	5	Training and development - Over 650,000 hours of annual training provided (+40% compared to 2018)	<ul style="list-style-type: none"> Percentage increase in training hours provided compared to 2018: +4% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021.ENG.pdf): § 2.3.2 CSR objectives, § 5.3.3 Training and development of people Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html Esselunga website – Sustainability – People section – Goals 2025: 	



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					https://www.esselunga.it/cms/sostenibilita/persona/obiettivi-2025.html <ul style="list-style-type: none"> Esselunga website – Sustainability – People section – Focus: https://www.esselunga.it/cms/sostenibilita/persona/focus.html Esselunga website – Sustainability – Environment section – Projects: https://www.esselunga.it/cms/sostenibilita/persona/progetti.html Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1 	
Retail / Food & Beverage / Home & Personal Care	Health / Social	5	Health and safety - Maintaining and improving the management systems in place to ensure employee health and safety	<ul style="list-style-type: none"> Maintaining and improving the management systems in place to ensure employee health and safety: Yes 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf): § 2.3.2 CSR objectives, § 5.3.6 Health and safety at work Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html Esselunga website – Sustainability – People section – Goals 2025: 	

					https://www.esselunga.it/cms/sostenibilita/persona/obiettivi-2025.html <ul style="list-style-type: none"> Esselunga website – Sustainability – People section – Focus: https://www.esselunga.it/cms/sostenibilita/persona/focus.html Esselunga website – Sustainability – Environment section – Projects: https://www.esselunga.it/cms/sostenibilita/persona/progetti.html Esselunga website – Company – Certifications: https://www.esselunga.it/cms/azienda/certificazioni/sistema-di-gestione-salute-sicurezza-lavoro.html Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1 	
Retail / Food & Beverage / Home & Personal Care	Social / Environmental	7	Responsible supply chain - Development of the Esselunga Code of Conduct and signing by 100% of suppliers of Esselunga branded products with sample audits to verify compliance	<ul style="list-style-type: none"> Percentage of suppliers of Esselunga brand products adhering to the Esselunga Code of Conduct: 0% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf): § 2.3.2 CSR objectives, § 7.3.1 Responsible supply chain management 	After approval on 23 march 2022, the Code will be sent to all interested parties, in particular to suppliers of private-label products, requesting that they agree to adhere to the Code.

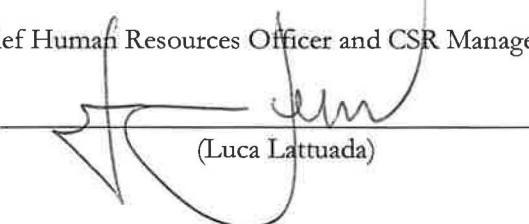
					<ul style="list-style-type: none"> ▪ Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html ▪ Esselunga website – Sustainability – Suppliers section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/fornitori/obiettivi-2025.html ▪ Esselunga website – Sustainability – Suppliers section – Focus: https://www.esselunga.it/cms/sostenibilita/fornitori/focus.html ▪ Esselunga website – Sustainability – Suppliers section – Projects: https://www.esselunga.it/cms/sostenibilita/fornitori/progetti.html ▪ Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1 	
Retail / Food & Beverage / Home & Personal Care	Health / Environ-mental	7	Sustainable fishing - 100% of Esselunga brand packaged, frozen and long-life fish products and 100% of fresh products from the yellow fin tuna, swordfish and salmon lines and from the Esselunga and Naturama lines of fish bred in Italy are certified as Sustainable Fish	<ul style="list-style-type: none"> ▪ Percentage of packaged, frozen and long-life Esselunga branded fish products certified Sustainable Fishing: 70% ▪ Percentage of fresh products from the yellowfin tuna, 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2021 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga%20-%20Bilancio%20Consolidato%202021-ENG.pdf): § 2.3.2 CSR objectives, § 7.3.3 Animal welfare 	



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				<p>swordfish and salmon lines and Esselunga and Naturama supply chains of fish farmed in Italy certified Sustainable Fishing: 100%</p>	<ul style="list-style-type: none">▪ Esselunga website – Sustainability – Our Strategy: https://www.esselunga.it/cms/sostenibilita.html▪ Esselunga website – Sustainability – Suppliers section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/fornitori/obiettivi-2025.html▪ Esselunga website – Sustainability – Suppliers section – Focus: https://www.esselunga.it/cms/sostenibilita/fornitori/focus.html▪ Esselunga website – Sustainability – Suppliers section – Projects: https://www.esselunga.it/cms/sostenibilita/fornitori/progetti.html▪ Esselunga website – Sustainability – Sustainable fishing: https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html▪ Esselunga Sustainability Report 2020: https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2020-eng.html#1	
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Chief Human Resources Officer and CSR Manager



(Luca Lattuada)