



ANNUAL REPORT 2022

SURGITAL SPA
VIA BASTIA 16/1
48017 LAVEZZOLA - RAVENNA

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SECTION 0 INTRODUCTION

0.1 Preface

The Annual Report aims to communicate transparently, clearly and comprehensively to all parties interested in the performance of SURGITAL SpA, and to give an accurate account on its compliance with the requirements of ISO 9001, ISO 14001 and SA8000 standards.

The guiding principles for drafting the Annual Report are the following:

- *periodicity*: the Annual Report has been structured for updating and publishing, following the annual Review by the Directors;
- *relevance and significance*: corporate results are presented using information and indicators that provide an accurate description of compliance with certification requirements;
- *comprehensibility, completeness and accuracy*: information and data included in the Annual Report comply with all the requirements of the above-mentioned standards and are presented so as to be clear and understandable for all concerned parties;
- *comparability*: whenever possible, indicators included in the Annual Report are compared with at least two previous periods and with sectoral indicators;
- *faithful representation*: the Annual Report is approved during the Review process by the Directors, who are responsible for the information included therein.

The Annual Report is divided in three parts:

- the first part presents core company activities, the Corporate Policy (Company Mission) approved by the Directors and the organisational structure established to achieve compliance with standards; organisational Model 231 and Code of ethics;
- the second part describes the achievement of objectives regarding the fulfillment of Food safety requirements for voluntary BRC and IFS certification;
- the third part describes the integrated Management System;

The Annual Report is addressed to SURGITAL SpA's stakeholders (shareholders, suppliers, institutions, Trade Unions, etc.) and its dissemination is guaranteed by its publication on the company website.

SURGITAL SpA's Directors review the Management System at least once a year.

The purpose of the review is to verify the adequacy and continuing efficacy of policies, procedures and performance in compliance with the requirements of ISO 9001, ISO 14001, SA8000 standards, as well as of IFS and BRC standards, through an analysis of the results of evaluations of the system itself, of changes in the scenario and of commitment to continuous improvement.

The Annual Report is the document which provides a summary of the review, since it contains the results achieved the previous year.

SECTION 1 COMPANY ACTIVITIES

1.1 SURGITAL S.p.A.

The company was founded in 1980 with the name Laboratorio Artigianale Tortellini specialised in the production of fresh pasta. The real breakthrough for the business came when the company hit on the idea of using deep-freezing technology, which allowed the company to make a quantum leap in terms of quality to become the company it is today, challenging widespread skepticism about this conservation method. In 2021, the 4,000 sq.m. production area was set up.

Nowadays, SURGITAL SpA company premises cover an area of 102,133 sq.m. of buildable land of which 32,000 sq.m. is the production area and there are 34 production lines in operation.



SURGITAL S.p.A. has adopted an integrated Management System, certified by RINA SpA, compliant with ISO 9001, ISO 14001 and SA8000 standards, besides being compliant with IFS and BRC food safety standards.

For the company, the attainment of our certification objectives is the official recognition of our commitment and efforts towards constant improvement, whereby both the staff and Directors have been involved and have actively participated. Presently, available documents include:

- comprehensive Quality, Environment, Corporate Social Responsibility and Food Safety manual describing the System, the activities carried out for the implementation of corporate policy and the division of roles and responsibilities in accordance with relevant regulations;
- procedures, developed to provide a detailed and documented description of the methods to be adopted for carrying out activities required for compliance with ISO 9001, ISO 14001, SA8000 standards, as well as with IFS and BRC ones;
- instructions, established to provide a more detailed and documented description of the methods to be adopted regarding specific aspects of an activity;
- list of laws, drawn up so as to identify, document and guarantee an easy access to international and national legal provisions related to ISO 9001, ISO 14001, SA8000 standards, as well as to IFS and BRC standards;-records, that demonstrate that the Management System is working and properly managed.

1.2 Company Mission

SURGITAL SpA's Directors have determined that the core principle of corporate governance is sustainability, namely economic, social and environmental sustainability.

SURGITAL SpA aims to offer, for the national market and for export, safe, good and healthy high-quality products, that, when tried out, convey the genuine tastes and flavours of our country of origin: Italy. The text of our Company Mission has been published on the Zucchetti portal so as to be disseminated to all our employees. Moreover, one can download it from the website www.surgital.com

Mission

“To produce on a large scale while remaining faithful to the artisan experience of fresh handmade pasta”

Surgital is an Italian company founded on the values of tradition and work ethics. The corporate mission is to offer an excellent product with a high-service content. To this end, the Company focuses its energy, efforts, and continuous commitment on research and innovation.

Vision

To bring fresh pasta to tables around the world

Today, we export all over the world, and are proud to disseminate the knowledge and value of Made in Italy.

Policies: Quality for stakeholders

For us “Quality” means identifying and meeting our consumers’ needs by offering a wide range of products that are “safe” for health, as well as the surrounding environment, our workers and partners, and any and all interested parties.

Management is steadfastly focused on food safety, environmental protection, social responsibility, health and safety of workers and of the workplace, compliance with all applicable legislation, the continuous updating and dissemination of its core principles, monitoring objectives and system performance, making available all the human, material, instrumental and financial resources necessary to achieve the corporate objectives and defining roles and responsibilities to facilitate system implementation.

Objectives: Sharing of strategies

Management strategies

- Analysis of corporate risks and their management for the purpose of mitigating or neutralizing them;
- Involvement and listening to the voice of the interested parties;
- Ensure constant training, enhancement, motivation and professional growth of people, defining roles and responsibilities;
- Technological, scientific and procedural upgrading, given the need to achieve the constant improvement of the integrated management system and of food safety;
- Development of innovative and sustainable projects and products, respecting society and the environment, while maintaining constant commitment to food safety and hygiene;

- Availability of sufficient resources for the safe production and distribution of food, in order to continuously foster the improvement of site quality;
- Constant updating to reflect statutory and regulatory amendments and in compliance with agreements entered into voluntarily;
- Dissemination of the culture of quality and food safety, and continuous involvement of resources;
- Pursue the continuous improvement of a culture of food safety and quality through communication on the Zucchetti portal and on corporate screens, as well as training and personnel feedback analysis;
- Research & Development of innovative products that are of the highest quality and safe for consumers;
- Competent and trained commercial team concerning the knowledge and use of our products;
- Create, develop and maintain a strong corporate culture through careful and timely verbal and written communication, in order to promote the Company as an optimal workplace and harvest all the benefits inherent therein.

Food Quality and Safety, and Social Responsibility

- Quality, freshness, genuineness and authenticity of raw ingredients, and steadfast refusal to use GMO products;
- Products that respect the needs of sensitive individuals;
- Processes controlled daily in an efficient and documented manner;
- Production of foods that meet the legislative requirements of health, hygiene, food safety and genuineness, and in compliance with production specifications;

- Commitment in compliance with SA8000 requirements, and their dissemination to interested parties;
- Compliance with national and international sector legislation, as well as with agreements signed voluntarily by the Company and with international instruments and their interpretations, as detailed in Section II of SA8000 (ILO conventions);
- Commitment to promote gender equality as an opportunity for growth in the Company through the dissemination of a policy expressly focused upon developing an inclusive work environment.

Environment

- Maintain high attention to the principles of sustainability and environmental protection;
- Environmental protection and prevention of all forms of pollution;
- Preference for the use of energy from renewable sources;
- Promote the rational and efficient use of energy and natural resources and raw materials;
- Reduce, where possible, the impact of the corporate activities on the environment;
- Use, as far as economically possible, the best technologies available for the containment of emissions into the atmosphere, discharges into water bodies, and waste;
- Monitoring and improvement of processes for the purpose of optimizing the amount of greenhouse gases emitted into the atmosphere (GHG).

Health & Safety

- Dissemination of the culture of prevention, also through communication, involvement, consultation and awareness of personnel in risk prevention and control activities.

Our Company Mission was reviewed on 04/05/2023

1.3 Organizational Structure and Responsibilities

In addition to general behavioural principles, Surgital's organisational and control system is based on the following elements:

- the national and European legal and regulatory framework applicable to Surgital on the subject of production and marketing of food products, food safety and traceability, which it strictly complies with;
- the Code of Ethics establishes a series of principles and rules of conduct adopted by the Company, reflecting its values and objectives;
- the implementation of a system of powers of attorney and proxies, approved by Senior Management, in line with the company's organisational structure and related responsibilities;
- hierarchical-functional structure (see Company organisational chart);

The Company has analysed its organisational structure shown in its organisational chart which illustrates Company Departments/Functions, highlighting roles, hierarchical-functional reporting lines and related responsibilities, specified in job descriptions, subject to approval of the Directors.

This document is stored in the archives of the Quality Assurance Department at Company headquarters and is available for reference.

1.4 Access for inspections and records

SURGITAL SpA is available to provide information and allow interested parties to enter the premises in order to verify the actual fulfillment of the requirements of certification standards.

The QUALITY ASSURANCE office, by appointment, can show interested parties the operation of the system and accompany them on an inspection visit to company headquarters.

Likewise, the company has requested its suppliers and subcontractors to be available to provide information and to allow access to interested parties.

1.5 Code of Ethics and Model 231

With reference to Legislative Decree no. 231/01 SURGITAL SpA has adopted the “Organisational Model 231” which aims to prevent crimes that may entail corporate administrative liability if committed in the interests/to the benefit of the Company itself. SURGITAL SpA considers that the adoption of said Model, jointly with the simultaneous publication of the Code of Ethics, constitute, over and above legal provisions, a further valid instrument to ensure that when carrying out their tasks, all its employees and all the parties with which it interacts (Clients, Suppliers, Partners etc.) behave correctly and transparently, in accordance with the ethical and social values which inspire SURGITAL SpA’s corporate purpose.

The Organisational Model 231 and Ethics Code were approved on 28/07/2022, and a Supervisory Body was appointed to guarantee the application, respect and updating of rules and principles defined in the Organisational, Management and Control Model.

1.6 The Stakeholders

In accordance with the Management Systems Manual, SURGITAL SpA considers the following collective and institutional entities to be relevant stakeholders for the fulfillment of its Corporate Mission.

Procedure PR010 concerning Risk management and the attachment provide details on Surgital's internal and external interlocutors.

SECTION 2 FOOD QUALITY AND SAFETY MANAGEMENT SYSTEM ACHIEVED RESULTS

2.1 SALES – PR 210

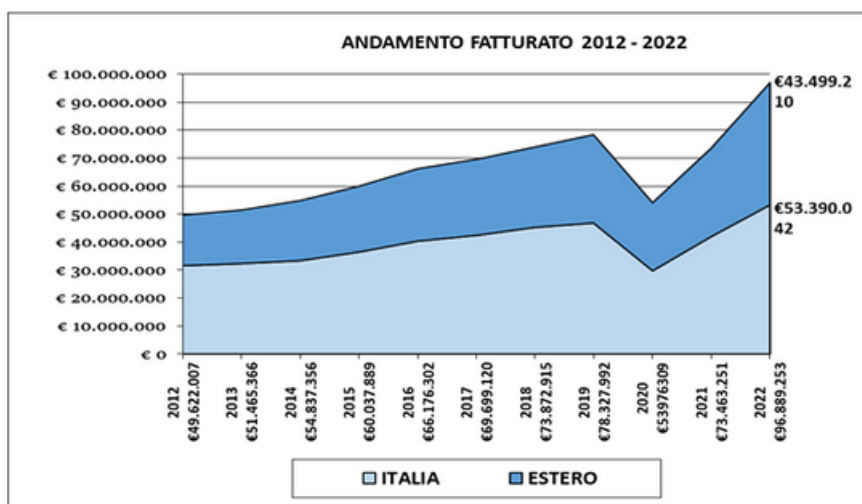
ITALY: At the end of 2022 our performance on the Italian market has been satisfactory.

Our annual sales have been € 53.4 million (+ 27% vs. 21) with a sales volume of 13.5 M. kg (+ 19% vs. 21). Sales activities have been accompanied and supported by valid marketing activities and by the collaboration provided by the trade marketing team. The downstream market penetration index has a significant potential for improvement: nowadays the average at national level is 25%, meaning that on average we are present in 25 out of 100 catering establishments. There has been virtually no change in the Italian distribution network compared with the previous year.

EXPORT: Compared with estimated export figures of € 35.160 million for 2022, our end of year sales results have been € 43.499 million, +24% higher than the estimated figures.

42% of our exports have been sold on EU markets and 58% on non-EU markets. This ratio has been strongly influenced by the USA Retail market, representing 52% of non-EU exports. This ratio has also been strongly influenced by Great Britain, representing 15% of total exports. Our main EU markets are France, Germany and Spain, that jointly represented 28% of our total exports.

In view of the achieved results, we confirm the Sales Procedure PR 210 rev.7 of 31/07/2022



TOTAL
SALES
TURNOVER
2022
€ 96,889,253

2.2 RESEARCH AND DEVELOPMENT – PR 220

210 development projects have been launched during the year, 44 of which (21%) had a positive outcome.

Among these projects, the following products have been created as «NEW RECIPES»:

- Lasagne with salmon 2.5 kg, ready meals for PRIVATE LABEL CLIENTS
- Cuori rossi for PRIVATE LABEL CLIENTS
- Filled pasta for PRIVATE LABEL CLIENTS
- Pre-cooked fiocchetti with cheese for PRIVATE LABEL CLIENTS

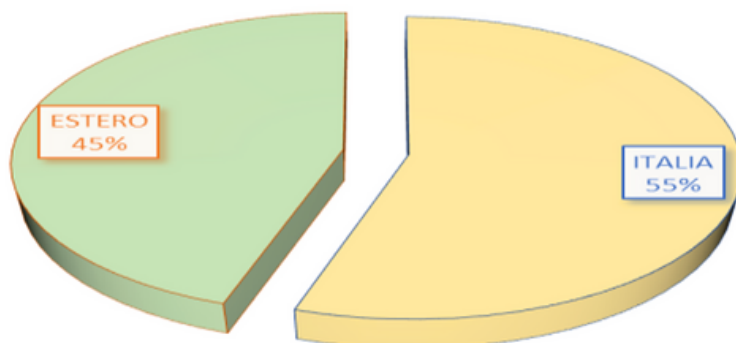
The following are mentioned as IMPROVEMENT projects (recipe/pack):

- Passatelli;
- Mammoli in 1 kg packs

The share of project requests reflect turnover trends.

DEMAND FOR EXPORT PROJECTS IN 2022

Projects Italy (55%) - Export (45%)



2.3 SUPPLIER QUALIFICATION

The procedure involves the verification of suppliers' compliance with the requirements of the SA8000 standard by including a specific section in the "Suppliers Questionnaire" and the signing of a "Social Responsibility Commitment Letter", given that the Directors intend to involve suppliers in the application and improvement of the SA8000 standard.

As to the requirements of the ISO 14001 standard, suppliers are assessed checking their environmental consciousness concerning: EMS, Corporate Mission, environmentally friendly products, etc.

In the preliminary qualification stage, through the "Suppliers Questionnaire", information is collected on compliance with environmental laws, and, if need be, suppliers will be asked to prepare an adjustment program, the absence of which may lead to amendments to the work relationship. Any audits will be carried out in compliance with the specific procedure.

Supplier qualification will be reviewed yearly, by verifying their product/service trend through the analysis of the number of detected instances of non-compliance, supporting documents sent during the year and the result of any audits which might have been carried out.

All suppliers have maintained their qualification in the year 2022; they have proved to be extremely conscious regarding Social Responsibility and have submitted a declaration of compliance with the requirements of the SA8000 standard.

	+14	2022	2019
Kg FP		24,744,256	21,441,639
Kg bought RM		20,994,158	18,054,975

Planning 2022 audits: no.20 Total

audits actually carried out: no.29

No. 21 audits of existing suppliers of raw materials carried out:

- On-site Audits: 6 of which 4 follow-up
- Remote Audits: 15

Qualification audits of new suppliers and/or new products prior to supply.

No. 8 qualified with:

- On-site Audits: 6
- Remote Audits: 2

In 2022 126 RM suppliers have qualified of which 115 with IFS/BRC certification.

In 2022 18 packaging suppliers have qualified of which 17 with IFS/BRC certification.

2.4 PRODUCTIVITY AND COMPLAINTS KPIs

The productivity KPI has calculated an acceptable average deviation between planned and actual produced kg equal to -2.5%, which shows an improvement compared with the previous year (-2.9%).

PRODUCTION MONTH	YEAR 2021	YEAR 2022
JANUARY	-2.40%	-3.29%
FEBRUARY	-0.84%	-3.22%
MARCH	-1.70%	-0.79%
APRIL	-1.05%	-2.82%
MAY	-1.64%	-1.73%
JUNE	-2.61%	-2.18%
JULY	-2.89%	-2.56%
AUGUST	-2.45%	-2.77%
SEPTEMBER	-3.23%	-2.48%
OCTOBER	-3.93%	-2.12%
NOVEMBER	-4.07%	-2.26%
DECEMBER	-4.44%	-3.84%
TOTAL AVERAGE	-2.84%	-2.37%

**TOTAL kg products
+25% vs. 2021**

Concerning the analysis of complaints, an assessment has been made of expected targets for 2022:

- Implementation of the incentive system on complaints related to the NUMBER OF COMPLAINTS (EXCLUDING SERVICE COMPLAINTS) DIVIDED BY MILLION KG OF PRODUCTION.
- Implementation of the incentive system on Service complaints NUMBER OF TOTAL COMPLAINTS PER YEAR FOR SERVICE FAILURE.

and of achieved results, i.e.:

ACCEPTABLE AVERAGE DEVIATION BETWEEN PLANNED KG AND KG ACTUALLY	NUMBER OF COMPLAINTS (EXCLUDING SERVICE COMPLAINTS) PER MILLION KG OF PRODUCTION (TARGET ≤ 13.5): 8,62	NUMBER OF TOTAL COMPLAINTS PER ANNUM DUE TO SERVICE FAILURE (TARGET ≤ 14):
PRODUCED (TARGET $\leq - 2.5$ %):		10

All set targets have been successfully achieved and reached.

2.5 FOOD SAFETY PLAN

Following this review the following are confirmed:

- FOOD SAFETY TEAM/PERSONS-IN-CHARGE OF FOOD SAFETY PROCEDURES: the team is confirmed for 2023 with the introduction of the Chief Operating Officer and of the new maintenance coordinator
- PREREQUISITES PROGRAMME
- FOOD SAFETY PLAN
- PROCESS FLOW DIAGRAM: a sample check of MOD 192 004 flow diagrams will be carried out monthly during Plant Hygiene Assessment (VISA, Valutazioni Igieniche dello Stabilimento). They have all been subject to on-site verification

- HACCP, FAIRS, MPM (Materie Prime per Mangimi, Raw Materials for Animal Feed) MANUALS: this revision can be found in the available list of documents

2.5.1 Plan for the development and constant improvement of a food safety and quality culture

- Timely communication using the Zucchetti app;
- Availability of an anonymous reporting system
- Quality and safety training;
- Daily in-plant presence;
- Monthly meeting with the production department
- Publication of monthly performance indicators

2.5.2 Audits

The Directors are of the opinion that the carrying out of internal audits is necessary in order to monitor activities and results in the light of relevant standards and Corporate Policy.

SECTION 3 SA8000 SYSTEM:2014 ISO 9001:2015 ISO 14001:2015

In 2022 Management System documents have been revised in line with organisational developments carried out and on the basis of first, second and third party audits, besides with reference to changes in the approval process.

The list of relevant documents is available in the Mod 901 100/rev0, document, and is updated with revisions of current documents (saved with the date of the last update).

The documents are updated with respect to changes within the company and in applicable legislation and to additional actions to be taken for compliance with ISO 9001:2015, ISO 14001:2015 and SA8000:2014. In 2022, all the documentation system has been managed in hard copy.

The Directors have appointed both their Representative and the Quality Assurance Officer, so as to ensure compliance with the requirements of the standards.

The company has given its non-managerial employees the opportunity to choose a representative in order to facilitate communication with Directors concerning issues related to Corporate Social Responsibility requirements (Employee Representative SA8000).

3.1 SA8000 Management Systems

The senior management has defined, with wording comprehensible to its employees, a corporate policy for social responsibility and working conditions.

SURGITAL SpA acknowledges that dialogue in the workplace is crucial for corporate social responsibility and ensures that all its employees have the right to representation.

The company has set up the Social Performance Team (SPT) to put into practice all the elements of SA8000, the team has the following tasks:

- Carry out periodic and written risk assessments in order to identify and prioritise areas of real or potential non-compliance with the Standard;

- Make recommendations to senior management on actions to be taken to deal with detected risks, said actions must be prioritised on the basis of the seriousness of risks or of the fact that a delay may prevent from solving the problem;
- Carry out assessments on the basis of available information and on information acquired using data collection methods and after consultations with interested parties;
- Effectively monitor activities in the workplace to control:
 - Compliance with the Standard;
 - Implementation of actions planned to deal with the risks detected by the SPT;
 - Effectiveness of the methods adopted to satisfy corporate policy and the requirements of the Standard.
- Collect information from interested parties (stakeholders), or involve them in monitoring activities.
- Collaborate with other company departments to examine, define, analyse and/or solve any possible non-compliance with the SA8000 Standard;
- Facilitate the carrying out of periodic internal audits and write-up reports for senior management on the results and benefits of actions taken to satisfy the requirements of the SA8000 Standard, including a record of identified corrective and preventive actions.
- Organise regular meetings to examine the steps which have been taken and identify possible actions to increase efficacy in the application of the Standard.

In the Social Performance Team (SPT) there is a balanced representation of employees and management.

SURGITAL SpA has launched a system for the collection and management of complaints, which enables employees and interested parties to report possible instances of non-compliance of various kinds, particularly on the subject of Corporate social responsibility, whereby employees have been informed that they may submit their complaints in various ways:

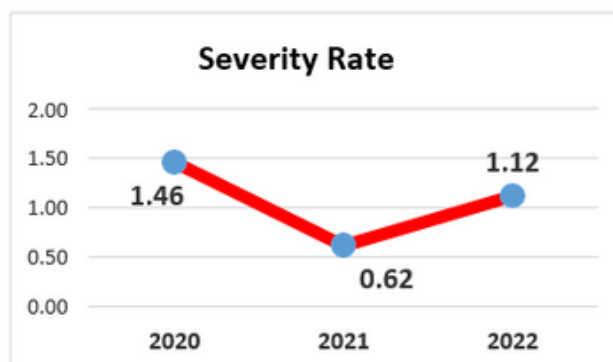
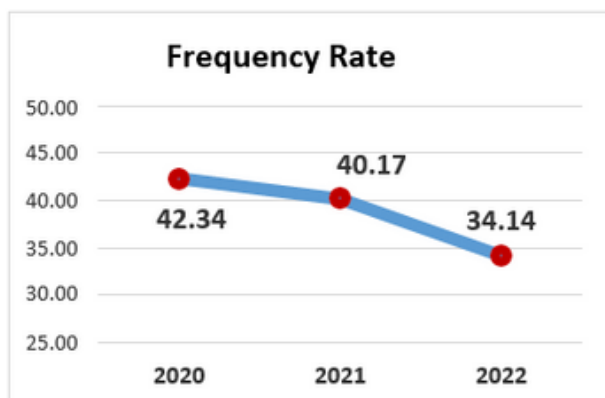
- Through their SA8000 representative
- Directly to the Directors
- Directly to the certification body

3.2 Health and Safety in the workplace

SURGITAL SpA guarantees a healthy and safe work environment and has arranged all the activities which are necessary for the prevention of accidents, illnesses and health problems which occur in the workplace or are work-induced, reducing, as far as possible, occupational hazards.

The work environment satisfies the safety and health provision of Legislative Decree 81/08 and subsequent amendments.

The company, in accordance with Legislative Decree 81/08, has appointed all the staff holding positions in the Prevention and Protection Service including the Prevention and Protection Service Manager, who is responsible for the implementation of prevention and protection measures and for guaranteeing a safe and healthy environment for employees.



3.3 Requirements of ISO 9001 standard and achieved results

In 2004, in recognition of its increasing focus on and consciousness towards management and food safety issues, the company has obtained the certification acknowledging its compliance with the UNI EN ISO 9001 standard.

The company has maintained this certification of compliance with the standard.

3.4 Requirements of ISO 14001 standard and achieved results

Moreover, in 2007 the company obtained the certification acknowledging its compliance with the UNI EN ISO 14001 standard. The design and subsequent setting up of a Environmental Management System, compliant with the UNI EN ISO 14001:2004 standard, entails a significant commitment by SURGITAL S.p.A. to the continuous improvement of its company organization, its processes and environmental performance.

By adopting a sustainable approach to the production of electricity, SURGITAL SpA has chosen to invest in the territory and to reduce the

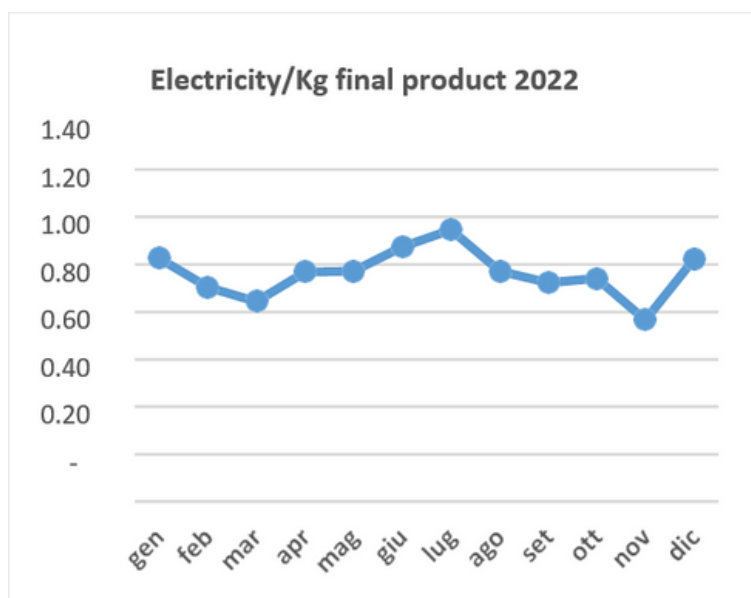
environmental impact of its production activities, building an integrated system with one 1,000 kW/h photovoltaic system and two methane gas cogeneration plants, one with an endothermic engine and an electrical output of 6,000 kW/h and one with turbines with an electrical output of 600 kW/h.

In recent years, the production of electricity has significantly increased, firstly with the photovoltaic plant and subsequently the cogeneration plant and methane turbines reaching full capacity. Hence, SURGITAL SpA's has increasingly satisfied its energy requirements autonomously, peaking at more than 80% from the year 2015.

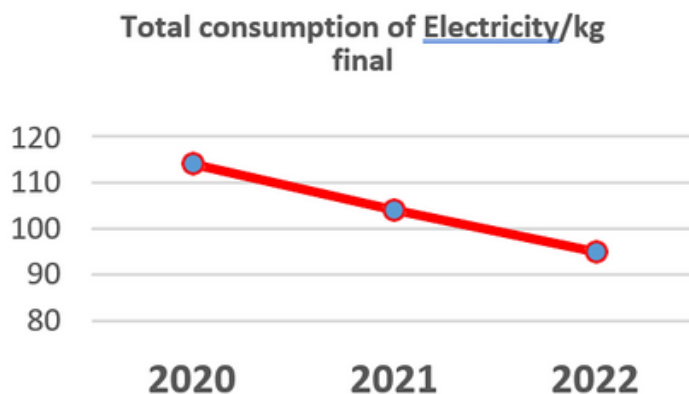
3.4.1 Electricity

Electricity: The following graphs illustrate the management of electricity, divided between:

1. self-generated electricity versus kg of final product in the year 2022

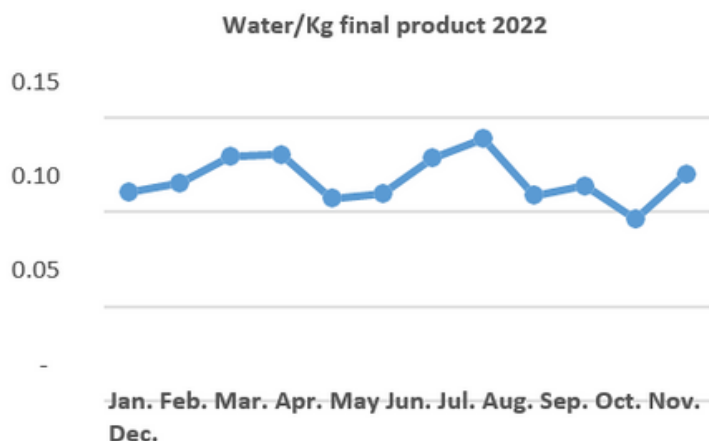


2. total electricity (self-generated + purchased) versus Kg of final product which shows the decrease in the consumption of electricity.

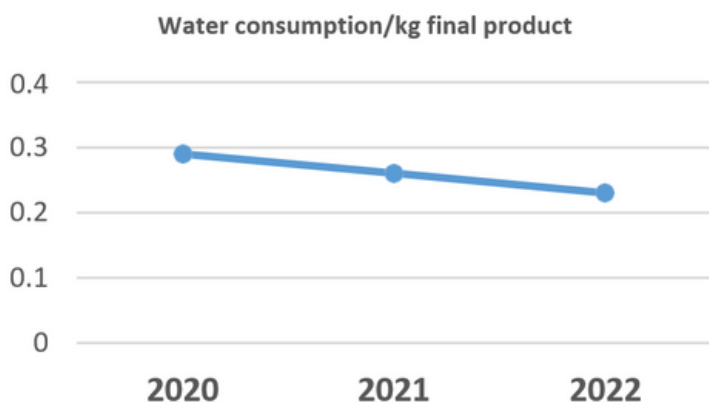


3.4.2 Water

1. water consumption versus Kg of final product in the year 2022

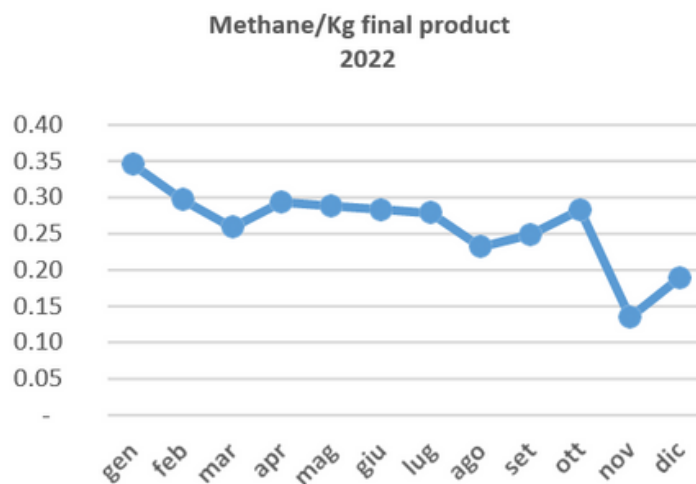


2. water consumption versus Kg of final product, which shows a significant improvement compared to the 2020 result

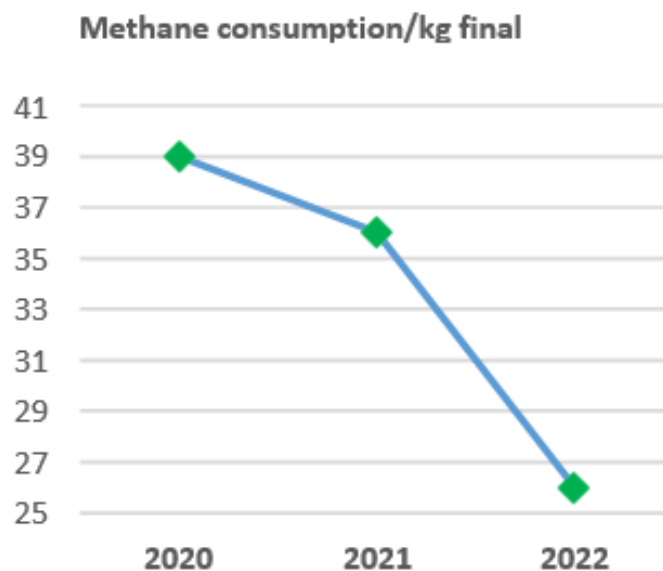


3.4.3 Methane

1. methane consumption versus kg of final product in the year 2022

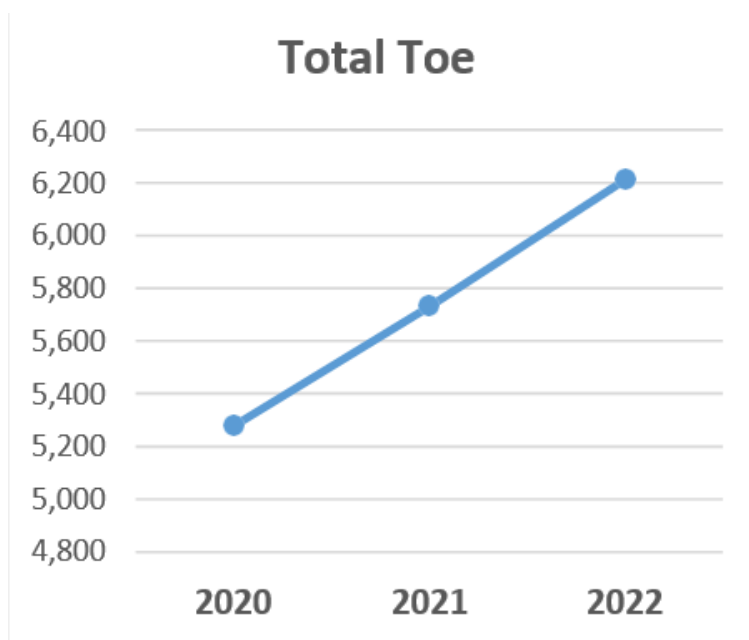


2. methane consumption versus Kg of final product, which shows a significant improvement compared to the 2020 result



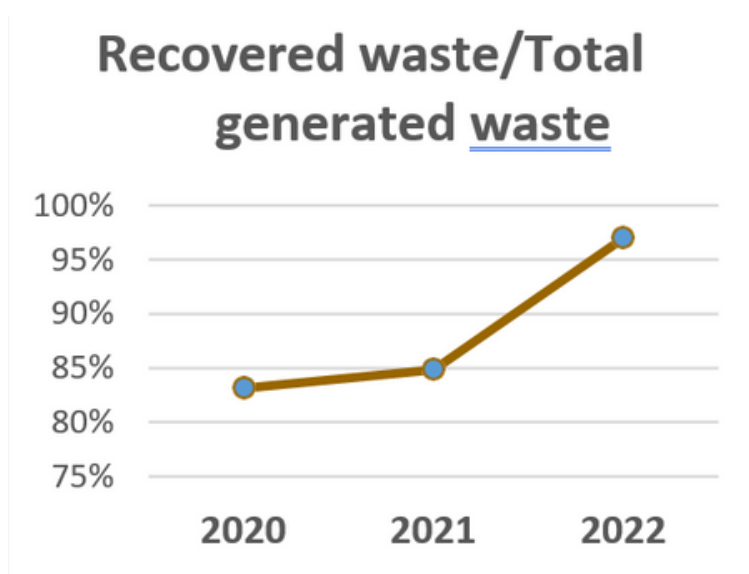
3.4.4 TOE

The increase in the company's total TOE consumption in 2022 is due to an increase in methane consumption, resulting from the start-up of new production lines.



3.4.4 Waste

The type of generated waste has not changed but the following graph highlights the rising trend in the percentage of total produced waste which is recovered versus the percentage sent for disposal. The largest source of recovery consists in using the sludge of the company waste treatment plant for the production of biogas.



3.5 Provision of direct support

Like every year, Surgital has made the commitment to send its products to the Food Bank on a regular basis, it has also contributed in various ways to fairs held in nearby villages, besides sponsoring various sports events, including the town's Sports center that has been constructed entirely by volunteers with the support of local companies.

Furthermore, Surgital makes an annual donation to the Istituto Oncologico Romagnolo (I.O.R., Oncology Institute of Romagna)

Moreover, the company is a member of the management and coordination committee of the course for Mechatronics Degree in Lugo. During the year we have consolidated and expanded our relationships and links with schools in the area and mainly with the Universities of Emilia-Romagna. Besides Bologna, Ferrara, Parma, Modena and Reggio Emilia, Milan, we have recently included the University of Verona, with the ongoing marketing internships. This networking is very important to improve the marketability of potential future candidates.

SECTION 4 HUMAN RESOURCES

In 2022, activities aimed at increasing staff involvement have continued through the HR counter/desk in the production area and the increasing use of the HR-WORKFLOW management software/Management Information System with the Z Connect App designed for Company-Employee communication, that have proved to be extremely strategic for the management of complex situations created by the pandemic.

NEW SURGITAL WELFARE PLATFORM

The New Surgital Incentive System was presented on 14 March 2022, to be started-up as from 2023, incentives will be disbursed through the SURGITALWELFARE platform, expanded with a range of services that, among others, include wellbeing, incentive travel, pension funds and expense allowances.

The «Surgital Benefit» platform stopped operating on 8 December 2022, for the fruition of the 2021 Christmas Bonus that was enjoyed by 99% of those who were entitled to receive it (only 3 workers out of 211 recipients have not spent the received bonus).

UNISALUTE HEALTH INSURANCE PLAN

The Human Resources Department is always available to offer advice on the use of the Unisalute insurance plan, that has reached excellent levels of employee coverage and satisfaction.

ENFEA FUND

In 2022, the Enfea portal has been redesigned, hence requests for assistance have been postponed to January 2023. Nevertheless, the HR Department continued to provide consulting services and to deal with paperwork for the benefit of all the staff.

INFORMATION AND TRAINING NEWSLETTERS ON LABOUR ISSUES

Thanks to the Zucchetti App, the process of informing and training staff on labour laws, internal regulations, good practices is ongoing.

On the basis of the training needs analysis carried out in 2021 a 2022 Training Plan has been prepared, which is 100% funded by contributions paid into the Fondo FonARCom (Fondo Paritetico

Interprofessionale Nazionale per la Formazione Continua) (Joint National Interprofessional Fund for Continuing Education).

2022 SURGITAL FUNDED TRAINING PLAN					
No.	MODULES	No.	TOT. No. HOURS	HEAD OFFICE	TRAINERS
1	SA 8000 CERTIFICATION	6	4	Remote	Anna Rosa Grossi
2	RISK MANAGEMENT	4	28	Remote	Anna Rosa Grossi
3	GS1 Italy - edition 1	4	3	Remote	GS1 Italy
4	GS1 Italy - edition 2	4	3	Remote	GS1 Italy
5	GS1 Italy - edition 3	4	3	Remote	GS1 Italy
6	BSI - root cause analysis in the food industry	10	8	Remote	BSI - Carlo Alberto Lugli
7	BSI - problem solving with seven quality control	10	16	Remote	BSI - Massimo Marteloni
8	BSI - Lean Six Sigma yellow belt - structured problem solving	10	8	Remote	BSI
9	LAURA SOGLIA (REPLACEMENT FOR MARIKA MASOTTI) INDIVIDUAL COACHING "NONVERBAL COMMUNICATION AND SALES"	1	28	c/o Wonderful	Wonderful Training Center
10	ELENA BALBI INDIVIDUAL COACHING "GIVING THE BEST OF ONESELF"	1	24	c/o Wonderful	Wonderful Training Center
11	Individual coaching PELLICONI FEDERICA - Strategies for success	1	36	c/o Wonderful	Wonderful Training Center
12	Individual coaching PERCUOCO EMANUELE - Strategies for success	1	36	c/o Wonderful	Wonderful Training Center
13	Individual coaching FERRARI EDOARDO - Strategies for success	1	36	c/o Wonderful	Wonderful Training Center
14	Individual coaching ANDREA BINO - Strategies for success	1	36	c/o Wonderful	Wonderful Training Center
15	Cyber Security Course	10	8	On Surgital Premises + recording	Cyberdoro - Nicola Tacconi
16	Export course - AEO Certification	5	30	Surgital	Sviluppo PMI - Melissa Alpi
17	Firefighting course Franzoni- Berti	2	5	c/o Sviluppo PMI	Sviluppo PMI
18	Workers' Safety Representative refresher course Portanova	1	8	c/o Sviluppo PMI	Sviluppo PMI
19	Workers' Safety Representative refresher course Colletti	1	8	c/o Sviluppo PMI	Sviluppo PMI
20	Coaching Reception ed. 1	2	12	Surgital coaching	Sviluppo PMI - Pietro Berti
total		79	340		

In 2022, within the Schools/University Project we have implemented:

- 5 lessons in secondary schools dealing with the following topics: "the selection interview" "marketing's role within a company" "sales techniques" "the organisation of events" "personal abilities and soft skills".

- The field Project for USI's Master in Marketing and Transformative Economy and for the master in marketing of SDA Bocconi, attended by Andrea Bino, which has given us the opportunity to start-up curricular internships of Bocconi University that we are currently organising, so as to start in January/February (with students resident in the area).
- 1 visit to the company and a lesson held by Massimo Sangiorgi and Cristiana Savoia for the degree in Prevention techniques in the workplace of Bologna University
- 1 visit to the company by Faenza's Libera Università Adulti (University for Adults)
- Covenant and coordination of the Mechatronics Degree in Lugo, as members of the management committee

SECTION 5 CHRONOLOGY OF REVISIONS

Number of revision | Date of revision | Amendments

- 0 | 21/03/2013 | Issue
- 1 | 13/02/2014 | Updated with 2013 data
- 2 | 30/03/2015 | Updated with 2014 data
- 3 | 03/03/2016 | Updated with 2015 data
- 4 | 13/04/2017 | Updated with 2016 data
- 5 | 08/02/2018 | Updated with 2017 data
- 6 | 14/02/2019 | Updated with 2018 data
- 7 | 20/02/2020 | Updated with 2019 data
- 8 | 08/04/2021 | Updated with 2020 data
- 9 | 27/04/2022 | Updated with 2021 data
- 10 | 04/05/2023 | Updated with 2022 data

SECTION 6 APPROVAL

This report has been approved by SURGITAL SpA's Quality Assurance and Food Safety officer.

The above-mentioned data and results can be verified by submitting a request, subject to approval, via email, to the address: qualita@surgical.it.

Lavezzola, 04/05/2023

The President
Romana Tamburini

A handwritten signature in black ink, appearing to read "Romana Tamburini".