



Sustainability Dossier 2023



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THE SURGITAL MANIFESTO

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1

• SECTION •



*we bring
Italy to the world*





Surgital is Italy's leading producer of **deep-frozen fresh pasta, deep-frozen ready meals, and sauces in nuggets for the HoReCa sector.**

Established as a small artisan workshop, the company has managed to bring the authenticity of its products to an industrial scale, and now produces **175 tonnes of fresh pasta, 90,000 single-portion ready meals and 30 tonnes of sauces in nuggets every day**, employing over 350 workers on site and over 500 in total throughout the Group.



175
TONNES
OF FRESH PASTA



90,000
SINGLE-PORTION
READY MEALS



30
TONNES
OF SAUCES IN NUGGETS



OVER **350**
EMPLOYEES ON SITE

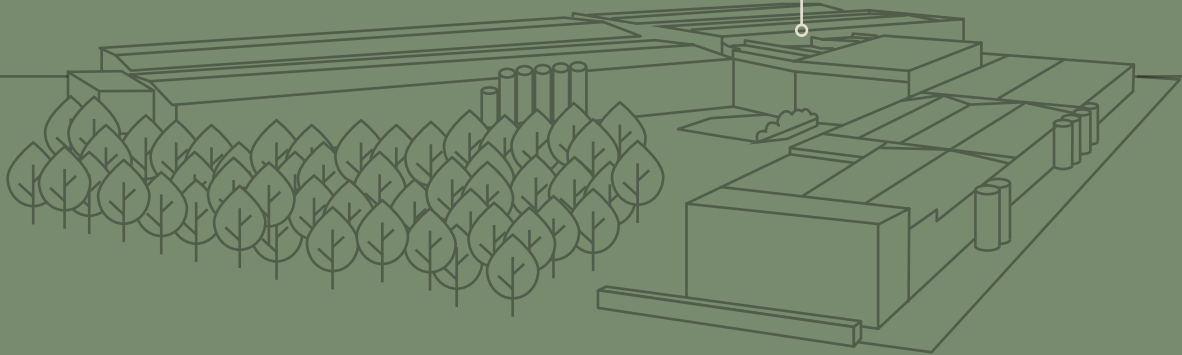


500
IN THE GROUP



35,000 m²

SURFACE AREA OF THE LAVEZZOLA PRODUCTION SITE



34

PRODUCTION LINES

70,000 m³

COLD STORAGE SPACE

14,000

PALLET SPACES
IN THE WAREHOUSE
AT -20°

Today, the surface area of the Lavezzola production site is 35 thousand m², with 34 production lines. Adding to its unique features are 70,000 m³ of cold storage and an **automated warehouse at -20°C with 14,000 pallet spaces, where over 600 different types of products** are stored, all prepared with ingredients from the Italian tradition and **raw materials**, many of which are **D.O.P. certified**, purchased whole and processed in in-house kitchens.

Innovation and sustainability are the company's fundamental, distinctive assets; from the care taken over our preservation method - which uses no additives, only the application of cooling technology - to **energy independence** thanks to photovoltaic systems and natural gas cogeneration plants.



Making up the Surgital Group are **Surgital S.p.A.**, the parent company, **Surgital France Sarl**, **Surgital America Inc.** and **Ca' Pelletti Retail Srl**. Founded in 1980, Surgital is wholly owned by the Bacchini family, and run by Romana Tamburini, the current president, and her children, Massimiliano, Elena and Enrica Bacchini; the CEO is Edoardo Bacchini.

2022 ended with a Group production value of **109.5 million euros** (54% Italy and 46% abroad), a 39% increase compared to the previous year. The gross operating margin is **17.8 million euros**, and the net operating profit is **8 million euros**.





SURGITAL GROUP



Surgital S.p.A.
Emilia-Romagna · Italy



Surgital France Sarl
Lyon · France



Surgital America Inc.
New York · USA



Customer service
Surgital America
Los Angeles · USA



Ca' Pelletti Retail Srl

5 LOCANDE



2

Bologna

1

Bergamo

1

Padua

1

Florence





20

Million Euros

OF INVESTMENTS
FOR THE LAVEZZOLA
SITE



2

**new lines
for ready meals and
ready-made sauces**

FOR THE LAVEZZOLA
SITE



2.4 MW/hour

NEW PHOTOVOLTAIC
SYSTEM

LOOKING TO THE FUTURE

The **2023-2025 three-year plan** involves an investment of around 20 Million in systems and structures to further the **development** of the **production capacity** at the Lavezzola site, through the introduction of 2 new lines for ready meals and ready-made sauces, as well as various improvements to the packaging processes on already existing lines.

Further areas of investment involve the energy component of the plant: indeed, the **modernisation** of the existing **trigeneration plant** is already in the operational phase, with various interventions planned to improve efficiency in order to reduce overall consumption. At the beginning of 2023, a new motor was installed with a power of 4.6 KW/hour. It is smaller than the previous one, but provides significant technological progress. In fact, it will allow us to regulate and **optimise the consumption** of natural gas and electricity depending on the needs of company production.

By the end of 2023, a **new photovoltaic system** will be installed, which will allow us to reach a maximum of 2.4 MW/hour of electricity production. The goal is full **energy self-sufficiency** for the Lavezzola site, with a self-produced capacity of 8 MW/hour.

1980



Surgital begins as an artisan company, with the name **Laboratorio Artigianale Tortellini**. The **45 m²** facility specialises in the production of Garganelli, Tortellini and Ravioli.



1984-1986

Edoardo Bacchini patented the **industrial machine to make Garganelli**, and the company becomes one of the first in Italy to use **deep-freezing** to preserve fresh pasta.



1996

The Company becomes **Surgital S.r.l.**, reflecting in its name the deep-frozen channel in which it operates and its geographical origin. The following year it becomes a joint stock company (S.p.A.).



1997

The launch of the **Fiordiprimi** brand for the fast catering market.



2005

Production is launched for the Company's most prestigious line of deep-frozen fresh pasta, **Divine Creazioni**.

2007

A new line of sauces in nuggets is launched with the **Sugosi** brand.



2009

De Gusto, the pasta academy is opened: the beating heart of Surgital S.p.A., where clients, suppliers and collaborators are invited to get actively involved in an exchange of experiences and skills.





2010

The **trigeneration electrical plant** is opened, which, along with the **photovoltaic system**, demonstrates Surgital's desire to invest in the territory and **reduce the environmental impact** of our production activities.

2015

The new **storage facility** is opened, completely automated with 14,000 pallet spaces at -20°C.

2016



Ca' Pelletti, Surgital's commercial catering project, is launched. Romagna-style locande to bring Romagna's cuisine and hospitality to cities all around the world.

2018

The production of pre-cooked rice begins, with the brand **Pastasi Soluzioni Express**.



2019

The Company obtains **Industry 4.0** certification and launches the **Piacere Mio!** brand, catered to domestic consumers, thus entering the Italian large-distribution channel (GDO).



2021

Divine Creazioni becomes the official pasta of the **Identità Golose Hub**.



2022

The company joins the world of **plant-based** products with its first pasta made from vegetable flour.

THE GROUP'S FIGURES

3 sales offices

1 customer service office in America

5 Ca' Pelletti locande

GROUP REVENUE

**109.5 Million
Euros**

IN 2022

NET PROFIT:
**8 Million
Euros**

+39%

compared to the previous
year



54% Italy



46% Export





No. of employees: 500
+50% Women



Production area:
35,000 m²



Production lines:
34



Storage warehouse
6,000 m²



Storage capacity at -20°
**70,000 m³ and
14,000 pallet spaces**



Photovoltaic systems:
2



Natural gas generation plant:
1



faithful to the artisan history



SURGITAL MADE OF ITALY





of handmade fresh pasta

Surgital, the great artisanal pasta lab, pursues an ambitious vision: **"Bringing fresh pasta to all the kitchens of the world,"** and with it, all the tradition of our beautiful country.

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 devotes energy, efforts, and continuous commitment to research and innovation.

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





We define ourselves as being Made of Italy:

its traditions, its products and its cuisine, nominated in 2023 as UNESCO Intangible Heritage. But we are also made of the warmth and passion of its people, because Italy is not just a country, but a lifestyle, and we at Surgital are part of this Italy.

With our "**Made of Italy**" logo, we express pride in our country, along with the desire to preserve and promote Italian culture and traditional Italian food through our products, bringing fresh pasta in all its forms to kitchens around the world.



"We have taught
our machines
our hand
movements."



QUALITY AND INNOVATION

the technology that
learns from human
movements

The origin of our success is in having transferred the skilled actions of pasta-makers into highly technological production plants.

Thanks to the quality of the raw materials and our collaboration with chefs, master pasta-makers, biologists and production technicians, we guarantee safety and consistent quality in all our production lines, preserving the artisan characteristics of fresh pasta in all our products.

We use only ingredients selected and processed with care

The deliciousness of Surgital products is guaranteed by the ingredients we choose: whole ingredients, fresh or deep-frozen, processed directly at our facilities to create dough, sauces, and meat, fish, cheese and vegetable fillings.

To produce our dough, we use only durum wheat semolina processed in the best Italian mills, and at least five fresh pasteurised eggs for every kilo of durum wheat semolina. This way we can guarantee the cookability that is essential for the use of fresh pasta in large-scale catering.





Our technology is inspired by human movements

Our deep-frozen fresh pasta is made from a large sheet of strong, elastic pasta dough, produced in a warm, humid environment under the supervision of our master pasta-makers. Our professionals combine their experience with modern technology, adjusting the production of different types of recipes and fresh pasta according to the external weather conditions.

We deep-freeze for long-life freshness

We have always chosen the cold as our only ally when preserving the quality of our products. Thanks to IQF technology (Individual Quick Freezing), we can deep-freeze our pasta in a very short space of time, with individual parameters and methods for each product type.

During the industrial deep-freezing process, the water molecules contained in the products are uniformly crystallised, keeping the properties of the food intact, without adding preservatives, additives or colourants.

SURGITAL BRANDS

FOOD SERVICE



ALTA TRADIZIONE

The best deep-frozen fresh pasta from Italian tradition in over 140 formats.



Our premium line, unique because every piece is different from the next, and also thanks to its exclusive packaging.



Chef's best friend.

Italian artisanal fresh pasta for the US market.



Quick-cook deep-frozen pasta and rice for catering and fast catering.



Ready-made traditional Italian sauces, deep-frozen in nuggets.



Deep-frozen first courses for bars and fast catering.



Deep-frozen pre-cooked egg pasta sheets.



Our line of deep-frozen snacks for bars.



RETAIL



Deep-frozen single-serve ready meals and deep-frozen sauces in nuggets, for domestic consumers.



The choice of deep-frozen fresh pasta for home consumption.

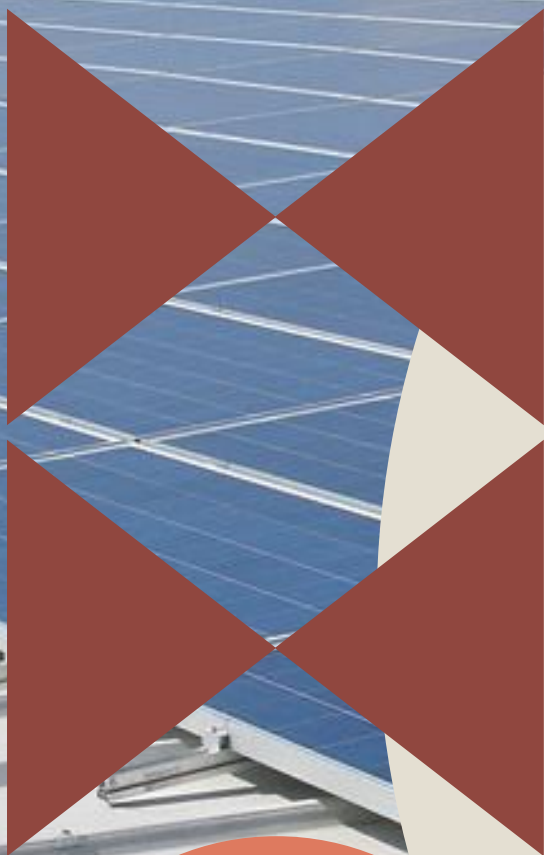
PRIVATE LABELS

For the world of private labels, Surgital® makes fresh pasta, deep-frozen sauces and deep-frozen traditional Italian first courses with **customised product recipes**, and much more.

2

• SECTION •







We have chosen a model of sustainable growth in order to be a resource for the environment, people and the region.

We are an Italian family business that prioritises the safety of our employees, sustainable production, and investments that help the local area and other beneficial initiatives. Aware of growing interest from customers, investors and institutions regarding the issues of **environmental and social sustainability**, we have begun to pay more and more attention to these topics, **launching a process for their reporting**, starting from a materiality analysis.

By materiality, we mean the threshold at which an aspect of sustainability becomes significant for the company and its stakeholders, and must therefore be managed responsibly and included in sustainability reporting.

The significant aspects of sustainability are identified through a process called materiality analysis, performed according to the principles of the Global Reporting Initiative (GRI).



**IMPACTS ON PEOPLE,
BOTH EFFECTIVE AND
POTENTIAL**

**STAKEHOLDER
EXPECTATIONS**

In order to perform materiality analysis, based on the most up-to-date version of the GRI Standards - the 2021 edition - two parallel processes have been launched:

1. Identification of both effective and potential impacts, both positive and negative, of the organisation on the economy, the environment, people and their human rights, through the involvement of the company's top management
2. Identification of stakeholder expectations through the indirect engagement of the company's stakeholders, collecting their points of view regarding the identification of impacts and their evaluation.

The result of the analysis is a list of key issues that reflects the most important areas with significant impact for the organisation, on which to focus our reporting and action.

Employees and stakeholders are the centre of our world.

Guaranteeing the safety and trust of the people who collaborate with us has always been one of our priorities. Our success also depends on the **engagement of all our stakeholders**: shareholders, employees and contractors, suppliers, customers and consumers, trade unions and institutions.



THE LOCAL COMMUNITY

/

CUSTOMERS & CONSUMERS

/

UNIVERSITIES, INSTITUTIONS
AND PUBLIC ADMINISTRATION

/

EMPLOYEES

/

SUPPLIERS

/

MEDIA & PRESS

/

INVESTORS AND THE FINANCIAL COMMUNITY

/

ASSOCIATIONS AND NGOs



HIERARCHY OF KEY ISSUES

1 PRODUCT QUALITY AND SUSTAINABILITY

Surgital's production meets food safety rules in accordance with self-monitoring plans created using the **HACCP method**. Our integrated Management System complies with the most important voluntary certifications regarding company organisation (**ISO 9001**), respect for the environment (**ISO 14001**), social responsibility (**SA 8000**), and international standards **BRC** and **IFS** for food safety.

Selection and management of suppliers

Every raw material is purchased from qualified suppliers. Some products also have organic farming certifications and religious food certifications such as Halal and Kosher.

The procedure involves verifying the supplier's ability to meet the requirements of standard SA 8000, as management intends to involve suppliers in its application. There is also a check for the requirements of standard ISO 14001 with regard to their respect for the environment, involving: certification of their EMS, Company Mission, products with a low environmental impact, etc.





SURGITAL GROUP AVERAGE

Supplier qualification is reviewed yearly, by verifying their product/service trends 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 were requalified in 2022. With regard to social responsibility, they showed significant sensitivity, and provided declarations of respect for the requirements of standard SA 8000.



AUDITS

20

PLANNED

29

PERFORMED

21

CONSOLIDATED
SUPPLIERS
OF RAW MATERIALS

8

NEW SUPPLIERS
AND/OR NEW
PRODUCTS

12

ON SITE

17

REMOTE



CERTIFICATIONS



126

QUALIFIED SUPPLIERS OF
RAW MATERIALS - OF WHICH:

115

IFS/BRC CERTIFIED



18

QUALIFIED SUPPLIERS
OF PACKAGING - OF WHICH:

17

IFS/BRC CERTIFIED





Our know-how
at the service
of the main players
in the
catering world

At the beginning of 2023, a working group was established that includes the Purchasing Department, Research and Development and the Quality Department, for the preparation of the **Monthly Supplier Report**. The goal is to integrate consistent work towards the qualification and activation of new suppliers in terms of risk assessments or the development of new products.

We produce with respect for the environment

Surgital has based its growth on energy efficiency. The production site generates almost all the energy it needs through innovative plants for the production of clean energy. We use internal purifiers and reduce our water consumption thanks to a reverse osmosis system that reuses wastewater to cool the plant.

2 CUSTOMER SATISFACTION

In 2022, an incentives system for complaints was implemented, relating to the number of complaints (excluding service-related ones) per million kg of products. The target was set with an index lower than or equal to 13.5. The result achieved was 8.62.

The second control index regards service complaints, identified as the total number of complaints per year for service failures. The target was an index lower than or equal to 14, and was fully achieved with an index of 10.

Starting in January 2023, we have also been working to introduce a new IT tool to manage customer relations. The new CRM, which should become fully operational from the beginning of 2024, will facilitate the collection and exchange of information on customers, in order to operate in a faster, more effective and integrated way.

3 RELATIONSHIPS WITH THE LOCAL COMMUNITY

Surgital's success also comes from the wellbeing of people and the rich cultural and culinary traditions of the region we operate in. This is why we protect the environment around our facilities and are dedicated to training all stakeholders and promoting beneficial initiatives on a local, national and international level.

We started in Lavezzola, in Emilia-Romagna: our place of origin, but also our future. Hospitality, **sharing and promoting traditional Italian food** are the values that have made our success possible. This is why we help areas that are less rich and fortunate than ours through charitable initiatives, collaborating with Food Banks and various NGOs.

We have always sponsored numerous local and national festivals in Italy to preserve the richness of our regional culture, and we support sports initiatives aimed at educating young people about a healthy lifestyle. In collaboration with universities, we train young talent in the agri-food industry. We organise competitions and training events aimed at hotel school students and chefs.



4 ECONOMIC PERFORMANCE

2022 ended with a Group production value of 109.5 million euros, a 39% increase compared to the previous year.

Surgital S.p.A's results

With regard to the Italian market, the end of 2022 showed very satisfactory results. The final result achieved was equal to € 53.4 million (+27% vs 2021), with 13.5 million kg of goods handled (+19% vs 2021). Sales activities have been accompanied and supported by effective marketing activities and collaboration provided by the trade marketing team. The downstream **market penetration** index shows significant margins of improvement: as of today, the national average is at around **25%**.

On overseas markets, against a 2022 budget indicated at € 35.160 Million, Surgital ended the year with a result of € 43.5 Million, a 24% increase compared to the budget.

42% of our exports have been sold on EU markets and 58% on non-EU markets. This result was strongly influenced by the US Retailer, which alone accounted for 52% of our extra-EU exports. The result was also strongly influenced by the **UK**, which accounted for over 15% of our total exports. Our main EU markets are **France**, **Germany** and **Spain**, which jointly represented 28% of our total exports.

5 COMPANY VALUE AND SOLIDITY

Organisational Model 231

Organisational Model 231 aims to prevent the commission of crimes that could involve the administrative responsibility of the Company if they are committed in the interest/to the advantage of the latter. Surgital S.p.A 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's corporate purpose.

Risk Management

In the year 2022, a risk assessment was completed with the purpose of defining the rules and methods for the management of risks and the implementation of opportunities regarding the Company's business processes. Following the assessment, Management, in collaboration with company supervisors, defined the actions to implement, timeframes and the people in charge, making available the resources necessary to achieve the goal, with the aim of minimising risk and implementing opportunities for improvement.

Human Resources & Employer Branding

Surgital has always offered stimulating professional development, taking care of the wellbeing of our employees and transforming every moment for exchange into a valuable opportunity for growth. In fact, Surgital's top management agrees that it is only by promoting everyone's abilities and skills that they can contribute to increasing the Company's value. The Company aims to have a directly employed workforce that is stable and secure.



87%

**PERMANENT
CONTRACTS**

**out of all workers
hired**



70.5%

**OF FIXED-TERM
CONTRACTS
UPGRADED
INTO PERMANENT
CONTRACTS**

out of all active contracts





6 TECHNOLOGICAL INNOVATION

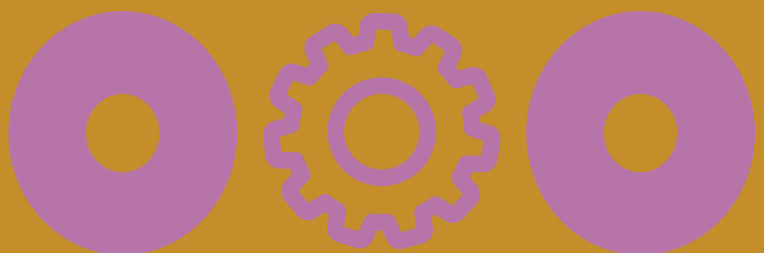
A virtuous, circular process at the heart of company growth

Environmental and economic sustainability has been part of our philosophy for many years. The process of producing and deep-freezing food consumes a lot of energy, with a strong impact both on our Budget and on the environment. This is why the Company has invested numerous resources in becoming **energy independent**, and we now self-produce 81% of the energy we use, with the intention of continuing to improve.

Starting from the second half of 2022, and throughout 2023, over **6 million euros of investments have been allocated** just in the area of energy production, with the goal of **fully renovating the existing trigeneration plant** and **installing a second photovoltaic system**, which will produce 2.4 MW/hour of solar energy when fully operational.

Digitalisation to improve work

We launched an automation and digitalisation process a few years ago, achieving **industry 4.0 certification**. This is a fundamental process for development that is destined to play more and more of a central role in the future. Innovation is an element that is closely linked to sustainability, as improving the company's efficiency leads not only to a reduction in timeframes and costs, but also improvement in the quality of work of our collaborators.



7 RESEARCH & DEVELOPMENT

R&D, where the fresh pasta of the future is born

Our Research & Development centre is the place where chefs and biologists work together in a space dedicated to the quality of deep-frozen fresh pasta and the search for new dishes and recipes in line with consumer trends and the requirements of modern professional catering.

During the year 2022, **210 product development projects** were carried out, of which 44 had positive results (21%).

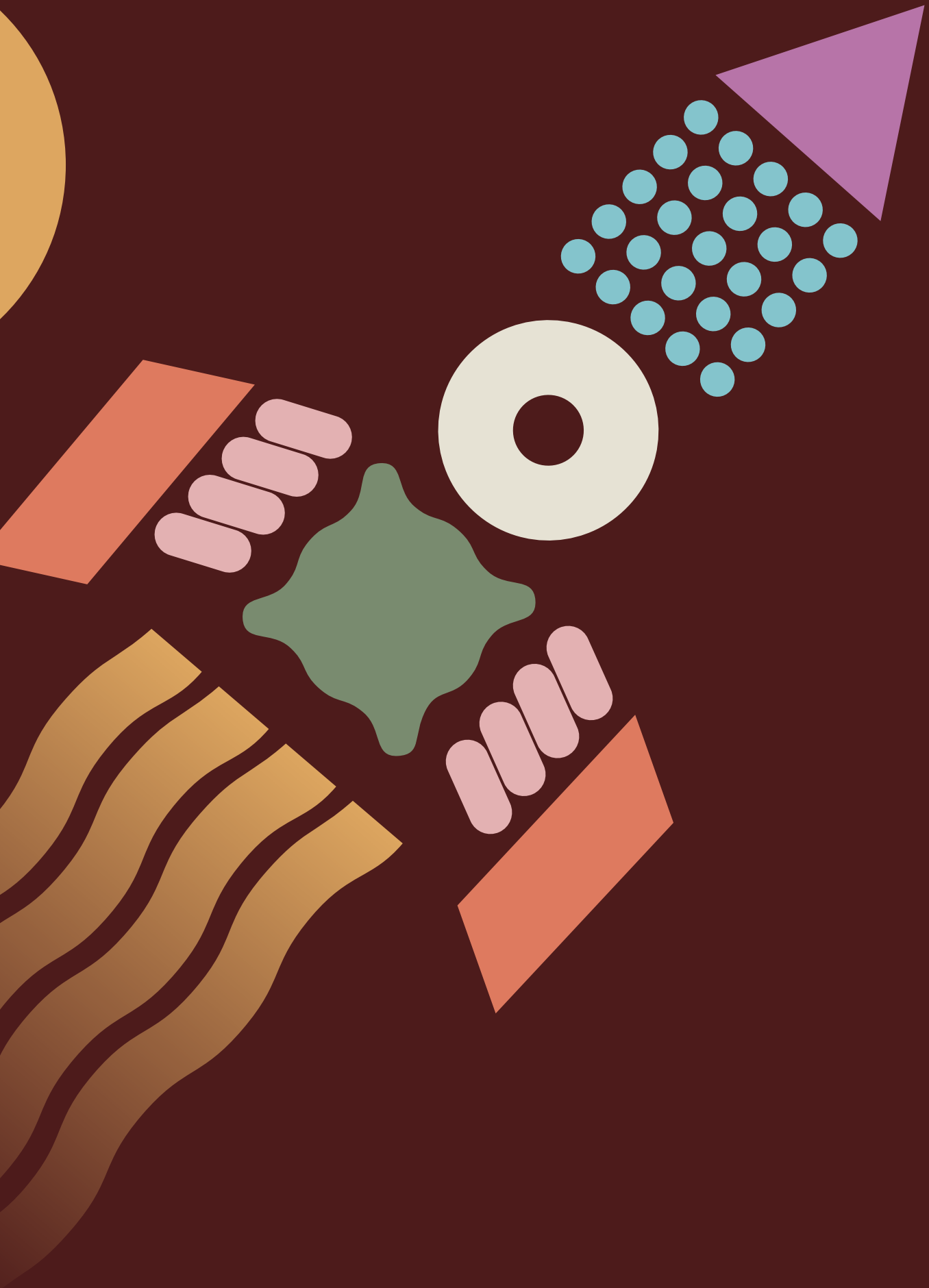
In the last three years, Surgital has invested over **5 Million** euros and around **73 thousand hours of work** in Research & Development, Innovation and Design activities.

Among the projects developed in this three-year period is the **first plant-based product** from the Laboratorio Tortellini brand: vegetable, pea and lentil linguine. As delicious as pasta, as light as vegetables.

A revolutionary product, for which the Company has channelled all its expertise in the world of deep-frozen fresh pasta into the creation of an innovative product with a look and feel that is as close as possible to traditional pasta. In fact, it has become a solid alternative to classic pasta, perfect for all catering professionals who want to enrich their menu with a modern offer that is in line with current food trends.

Global projections for plant-based products predict a 63% growth by 2030 (source: Bloomberg, OECD, FAO, The Good Food Institute).





3

• SECTION •





the importance of issues related to corporate responsibility





Surgital's growth has progressed hand in hand with an increase in our awareness of the importance of issues relating to corporate responsibility, which are now guided by the **UN 2030 Agenda**.

The 2030 Agenda for Sustainable Development is an action plan for people, the planet and prosperity, signed in September 2015 by the governments of the 193 member states of the UN. It incorporates 17 Sustainable Development Goals in a large action plan, for a total of 169 targets.

The company's 2023-2025 three-year development plan includes these goals and integrates them into our business strategy and investment plan, coordinating them on an ongoing basis, with an aim towards constant improvement.

In the second semester of 2022, Surgital completed an analysis of the state of the art on adherence to the UN Targets, which found that the Company shares 8 of the 17 Goals.



2 ZERO HUNGER



2.1_ (...) End hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

Surgital is aware of the importance of food for the life and dignity of people, and this is why we work to help those in great economic difficulty, supporting the **Emilia-Romagna Food Bank**.

Since 2003, Surgital has been donating to the Food Bank, a commitment of solidarity that was further intensified during the years of Covid-19. From 2011 to 2023, **121,411.446 kg** of products were donated, distributed in the provinces of Bologna, Ferrara, Forlì-Cesena, Modena, Ravenna and Rimini.



WATCH
THE VIDEO





4 QUALITY EDUCATION

4.4_ (...) Substantially increase the number of young people and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

Surgital greatly values the subject of training. It is carried out both in-house, through the provision of training activities for employees, and through collaboration with universities and external training institutes.

- Based on an analysis of training needs carried out in 2021, the **2022 Training Plan** was implemented, entirely financed with contributions to the FonARCom Fund. The Training Plan involved the organisation of 20 activities in which 79 people participated, for a total of **340 hours of training**.
- Surgital contributes to the complete training of younger generations, welcoming school-work programmes and university internships, and hosting students from schools and universities in the region with the aim of enriching their education through direct experience within the Company.

- Surgital participates in the "**Regional pact for technical and professional skills and employment**" promoted by the Mayor of Argenta, for the areas of Argenta, Alfonsine, Conselice, Molinella, Ostellato and Portomaggiore, in which the Emilia-Romagna Region also plays a role. The goal of the Pact is to identify and train technical and professional roles that are useful for the local industrial and production sector. This project aims to offer professional training opportunities to workers in the territory, allowing them to improve their employability and increase the level of attraction of these areas.
- Surgital is one of the companies that has taken part in launching the **Mechatronics Faculty in Lugo**, together with the University of Bologna. This project aims to be a centre for the development of specialist and strategic skills and expertise to make our territory more innovative and competitive, as well as improving the opportunities offered to young people, as with other projects.
- Surgital collaborates with the Universities of Bologna, Modena, Reggio Emilia, Ferrara and Verona, as well as USI (University of Italian Switzerland) and the SDA Bocconi University of Milan. We also collaborate with secondary schools in the territory, such as the Lugo Technical Hub, the Bartolomeo Scappi Institute in Castel S. Pietro Terme, and the Giustino Fortunato Institute in Naples.





5 GENDER EQUALITY

5.1_ End all forms of discrimination against all women (...).

5.5_ Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making (...).

At Surgital S.p.A., out of a total of 350 employees, women represent 47% of the workforce, and 37.5% of the professionals classified as managers/directors.

Although there is still a prevalence of men in Managerial roles, industry benchmarks position us favourably in comparison to the average. However, it remains a company priority to continue to monitor and improve our control KPIs, in particular with regard to pay equity for both genders.

6 CLEAN WATER AND SANITATION



6.3_ Improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally (...).

6.4_ Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity (...).



Surgital has already been reusing the wastewater from its production plants for a few years, by purifying it: the appropriately treated solid material is sent to biogas plants, while the remaining liquid is used in the cooling cycle of its refrigeration systems and returned to the atmosphere as water vapour. A virtuous cycle that now allows us to save around 2,600 quintals of water per day. All these strategies are able to create a virtuous, circular process from an environmental perspective.

**AROUND
2,600**

**QUINTALS
OF WATER
SAVED
PER DAY**

7 AFFORDABLE AND CLEAN ENERGY



7.2_ (...) Increase substantially the share of renewable energy in the global energy mix.

The company produces around **81% of the energy** we need in-house, and we are active in the production of energy from renewable sources. The site is equipped with **two photovoltaic systems**, one on the ground which will be completed by the end of the year, with a nominal power of 2254.34 kWp, and one positioned on the roof of the production department, with a nominal power of 216 kWp.

The **cogeneration plant** that began operating in 2010 produces electrical energy, steam, hot water and chilled water, with the purpose of reaching the best possible performance with lower energy consumption. The installation process of a cogeneration module with a lower capacity has been recently completed, which will allow us to fully recover the wasted heat that was partly lost with the previous set-up, as it was too big for the site's real needs in terms of heat.



8 DECENT WORK AND ECONOMIC GROWTH

8.2_ Achieve higher levels of economic productivity through diversification, technological upgrading and innovation (...).

8.5_ Guarantee (...) full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.8_ Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Surgital follows a policy of using primarily direct employment, upgrading **over 70% of fixed-term contracts into permanent ones**.

The onboarding process is structured, both in production and in the offices, with the aim of facilitating the integration of the staff member

into the Group through shadowing and training with experienced workers, and specific training on brands and products.

With regard to the production department, we are implementing a more structured shift plan, in order to offer a precise weekly plan and improve employees' quality of work.

OUR WELFARE IS WORTH DOUBLE

Surgital S.p.A. has chosen to implement a Welfare system for its employees, in which the offer of products and services to purchase prioritises those provided by companies in the region, therefore supporting the local economy.

Surgital's Welfare system also supports parents through an area that offers the possibility to request reimbursements for school fees, from kindergarten to university, meal costs, summer camps, sports activities, babysitters, private lessons, postgraduate specialisation, etc.

Other activities offered are:

- Making purchases with coupons, which provide access to discounts and special deals.
- Requesting reimbursements for a wide selection of expenses: education for family members, elderly care or care for those with restricted independence, local public transport passes, and much more!
- Contributions to pension funds.





9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.2_ Promote inclusive and sustainable industrialisation (...).

9.4_ (...) Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes (...).

Surgital is already committed to projects and initiatives that adhere to these goals. The modern Lavezzola site, with a surface area of 35,000 m², 34 production lines and a large automated warehouse, can be considered "state of the art" with regard to improved industrial efficiency in terms of energy and the environment.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



12.5_ *Substantially reduce waste generation through prevention, reduction, recycling and reuse.*

Surgital aims to **create a circular process with its production waste**, reusing it to produce animal feed. The material generated by the purification process is sent to recovery plants for the production of biogas.

In recent years, a project to **optimise packaging** has been launched to reduce the use of plastic to a minimum, and, where possible, to use single-material packaging to facilitate recycling.

- We optimised and reduced the thickness of the film used on our pallets from 15 MY to 12 MY, saving 1 tonne of plastic per year.
- The new Divine Creazioni tray is made with PET that is 90% recycled material, and completely recyclable.



INDICATOR	year			
	U.M.	2020	2021	2022
Consumption of natural resources and technical gases				
Water consumption/kg final product	m ³ /kg	0.29	0.26	0.23
Methane consumption/kg final product	m ³ /kg	0.39	0.36	0.26
Consumption of nitrogen/kg of finished product	t/kg	0.22	0.17	0.17
Consumption of electrical energy				
Electrical energy purchased/kg of finished product	kWh/kg	0.30	0.18	0.27
Electrical energy for self-consumption from plant + turbine + photovoltaic/kg of finished product	kWh/kg	0.80	0.86	0.67
Total electrical energy consumed/kg of finished product	kWh/kg	1.14	1.04	0.95
Efficiency of energy systems				
Electrical energy for self-consumption from photovoltaic/total electrical energy produced by photovoltaic	%	99%	99%	98%
Self-consumed electrical energy from self-production/electrical energy consumed	%	70%	82%	71%
Total electrical energy from self-production/electrical energy consumed	%	112%	117%	81%
Quantity of methane for use in the plant/quantity of energy produced	m ³ /kWh	0.28	0.26	0.26
Quantity of methane for turbine use/quantity of energy produced	m ³ /kWh	0.41	0.42	0.43
Quantity of methane consumed per plant/hours of operation	m ³ /h	1376	1296	1037



OUR MANIFESTO

From a variety of ingredients, skilfully combined,
our story has taken shape,
a story that shows what we are made of.

We are artisan tradition embracing
technological innovation
and teaching machines our hand movements.

We are Italy, reaching the kitchens
of the whole world,
and from the heart of Romagna proudly sharing
goodness that knows no borders.

We are commitment to the environment,
institutions and communities
to protect the resources of our region
and promote people's natural talent.

Thanks to all these ingredients
every day, for over 40 years,
we have put the best of ourselves on a plate.



CODE OF ETHICS



CERTIFICATIONS



DOWNLOAD ALL OUR CERTIFICATIONS





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