

IMPASTO

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INGREDIENTS OF SUSTAINABILITY



Arianna Testi
CSR project
coordinator

EDITORIAL

Welcome to the second issue of **IMPASTO**, Surgital's magazine that brings together **quality, innovation, and social responsibility**, showcasing our journey towards a sustainable future.

In this issue, we delve into how we foster development and collaboration to build a business that is ever more integrated with the local area and community. We believe that developing resilient infrastructure is not only an industrial necessity but also a **commitment that connects us to the local social fabric**. Surgital is not just a company; it is an integral part of the region it calls home, with the aim of actively contributing to its well-being.

Collaboration is at the heart of our philosophy. We carefully select our suppliers, building relationships of trust that go beyond mere commercial transactions. The article about Eurovo, for example, illustrates how these partnerships are

crucial in promoting sustainability and quality at every stage of production.

This new issue of **IMPASTO** also highlights our **commitment to our region**, with projects ranging from the promotion of biodiversity to the creation of sustainable infrastructure. Our focus extends beyond our company walls, embracing the environment and society around us.

We invite you to explore these stories, turn these pages, and share with us a vision of a future where quality, sustainability, and responsibility are inextricably linked. We hope that in your daily life, you will use these same ingredients.

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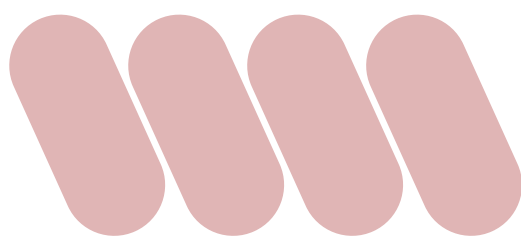
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Surgital: a symbol of Emilia-Romagna's excellence

Emilia-Romagna has always stood out not only for its rich culinary tradition but also its excellence in the **agrifood** and **mechanical** industries, with which it shares a strong connection.



Massimiliano Bacchini
Commercial Director

The region's industrial districts are famous for their ability to masterfully combine craftsmanship and innovation, creating fertile ground for the development of advanced applied technologies, even in the food industry.

In this context, Surgital stands out as a quintessential example of how a company can uphold **traditional craftsmanship** while simultaneously embracing innovation.

Our company history represents a **dynamic balance**: on one hand, continuously evolving production processes, adopting the most recent technological innovations; and on the other, a product firmly rooted in its heritage, preserving its original attributes of quality and authenticity.

Our dynamic approach not only aligns with current trends but also enriches and reinforces the distinctive qualities rendering our product so unique.

Behind an apparently simple product and process, lies remarkable complexity and commitment.

Innovation rooted in tradition

Since 2000, Surgital has embraced a **philosophy of continuous experimentation and innovation**, constantly strengthening its commitment to technological progress and stimulation of the local economy. This **pioneering spirit** is demonstrated by the decision to use carbon dioxide as a refrigerant, an innovative choice that has helped overcome the limitations of using ammonia, and environmental

concerns regarding freon. Guided by Edoardo Bacchini, this solution, inspired by a plant in England and initially unheard of in Italy, was successfully developed through collaboration with technical experts. The result? An industrial refrigeration system boasting a capacity of up to 1200 kW and temperatures as low as -40°C, exceeding all expectations.

An impact beyond borders

Every step forward has consolidated our role as a **frontrunner in innovation**, from the installation of solar panels and cogeneration systems that improve energy efficiency to the construction of automated cold rooms that revolutionise logistics. Surgital's dedication to sustainable practices has reached new heights through the installation of transcritical CO₂ plants, including one of Italy's largest, and the continual enhancement of our infrastructure to substantially mitigate CO₂ emissions. This exemplifies an enduring commitment not only to process and product refinement but also to environmental stewardship.

Partnerships and training: cornerstones of progress

We know that true technological progress cannot occur in isolation. Hence, our vision encompasses **strengthening local ties** and promoting shared growth that benefits the entire region and Made in Italy sector.

This commitment is also evident in our support for education and vocational training, as demonstrated by our contribution to developing the **Mechatronics degree course** at the University of Bologna.



A course of study that offers in-depth practical and theoretical training, providing students with solid up-to-date knowledge and advanced skills for modern industry.

Through these initiatives, our aim is not only to narrow the skills gap but also equip **younger generations** for an employment market that demands ever more sophisticated abilities, thereby helping to develop new talent in Emilia-Romagna. We want this region to continue to excel and prosper, supported by its renowned expertise in the agrifood and mechanical industries, and by companies like ours.



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INNOVATION AND
INFRASTRUCTURE

17 PARTNERSHIPS
FOR THE
GOALS





Surgital: the taste of collaboration

A year ago, the province of Ravenna was devastated by a **terrible flood** that hit local communities hard.

In just 17 days, 350 million cubic metres of water inundated more than 100 municipalities in 7 provinces, causing flooding, landslides and serious damage to vital structures and farms. It is in times of crisis that our true community spirit shines through, with individuals stepping up to help one another selflessly, demonstrated by the courageous “*mud angels*”.

Even Surgital quickly responded to the emergency, demonstrating its dedication and readiness to support the local community. When Enel requested that we keep **our power station turned on to supply electricity to neighbouring communities**, given the number of power lines that were down, we acted without hesitation. A gesture that helped alleviate the power outages, offering assistance to the areas hardest hit. A collaboration, albeit temporary, that further strengthened our **role as a dependable and supportive partner**, always ready to act in the best interests of the community.

These gestures of solidarity are not isolated incidents. They embody our corporate philosophy: to be an integral part of the local community, helping each other during difficult times and working together for the common good. Through our presence and dedication, we continue to uphold the values of unity, mutual aid and resilience, demonstrating that only by sticking together can we overcome adversity and build a brighter future.

Surgital’s promise to the community of Lavezzola

Last year’s events offered the opportunity for Surgital to actively demonstrate its strong ties to the local community. Born and raised in Lavezzola, Surgital has consistently acknowledged the importance of actively engaging with and contributing to the community where it flourishes. This dedication shines through in various ways, notably in its enthusiastic support and active involvement in village festivals.

The Sagra della Porchetta e del Tortellino (Pulled Pork and Tortellino

Festival) is a prime example of this commitment.

Celebrating its 41st edition, the event was held from 16 to 19 May, attracting approximately 10,000 visitors and transforming Lavezzola into a bustling hub of food and wine, shows and entertainment for all ages.

Organised by the Sagra Lavezzolese association under the patronage of the municipality of Conselice, the funds raised were donated to the **Istituto Oncologico Romagnolo (IOR)** Cancer Institute, highlighting the value of solidarity and social cohesion.

This year’s festival represented a special time of rebirth and shared joy, especially after the 2023 edition, postponed to September following the devastating floods in May.

The community rallied together, **not only to celebrate local cuisine but also to honour the strength found in unity during such challenging times**. Every aspect of the event, from the displays in the old town to the lively fun fair for children, sports demonstrations, musical performances and a vibrant youth zone featuring the renowned “Porquito cocktail bar”, helped create an atmosphere of celebration and unity.

The guests of honour, as always, were the tortellini, prepared by Surgital and cooked by volunteers in the historic fireplace, representing the heart of the festival for over four decades. This event, deeply rooted in the hearts of Lavezzola’s residents and of Surgital’s founders, Romana and Edoardo, is a celebration of good food, community and local customs.

Each year, the festival serves as a joyous occasion to reconnect with our heritage, celebrate local culture and embrace the future with optimism, knowing that together, we can overcome any challenge.

An ongoing commitment to the community

Surgital’s commitment to the community extends far beyond these festive gatherings.

For over a decade, we have proudly supported the **Fondazione Banco Alimentare**, donating food to combat hunger and assist those in need.



This gesture reflects our desire to be an active part of the social fabric and contribute to the population's well-being.

In 2023 alone, our contributions enabled **Banco Alimentare Emilia-Romagna to distribute about 10,500 tonnes of food**, reaching more than 132,000 individuals across 727 organisations.

In addition to our collaboration with Banco Alimentare, every month, we work on the **Ca' Nova project in the municipality of Medicina**. Established in 2020, the project's original aim was to provide Christmas lunch to the less fortunate, driven by the belief that no one should be left behind. Thanks to the generosity of businesses, volunteers and donated funds, this initiative has blossomed into a monthly event, serving as a means for us to extend our supportive embrace to the more vulnerable, promoting social inclusion and supporting our community. A mission we pursue with passion and dedication.

Our first Open Day

This year, we added another special date to our calendar. On Saturday 8 June, we held our very first company Open Day dedicated to our employees, their friends and family. Originally scheduled to coincide with Surgital's 40th anniversary but postponed due to the pandemic in 2020, this event finally came to fruition, with great enthusiasm.

It was an excellent opportunity to share **our Manifesto**, offering a tangible and transparent glimpse into our work ethos, passion for ingredients and commitment to celebrating local produce.

To promote the **contribution of local operators and organisations**, we also involved the La Pieve social cooperative, which supports people with disabilities or in disadvantaged conditions. The cooperative packaged the open day corporate gifts and Christmas gifts last December, proving that every gesture, no matter how small, is driven by the belief that only by collaborating can we promote a stronger, more united community.

This is the land where Surgital was born and lives, helping to support and develop the local economy and foster well-being for all. In line with the Sustainable Development Goals, we consistently demonstrate our **genuine and ongoing commitment to the community and region**. With this vision, we continue our pursuit of a future where the community and region flourish in unison, embodying the company's unwavering commitment to the greater good.



WATCH THE VIDEO



A story of growth and values

When talking about Surgital, a company, that was founded on and developed out of a deep respect for work and community, springs to mind. A real-life example of **Goal 8 of the UN 2030 Agenda** which celebrates and promotes decent work and sustainable economic growth.

People are the most precious resource and it is important to consistently and steadfastly invest in their value. By creating the best conditions to provide a reassuring working environment under fair conditions geared

to everyone's welfare. Our Welfare platform is a testimony to this commitment, offering services that range from healthcare to education, travel and leisure time.

The benefits are not just an incentive but a way of letting every worker know that: "You are important".

But the commitment does not stop within the company walls.

Surgital is an integral part of the local community, actively participating in local area events and supporting a number of initiatives.

A decision that **reinforces our links with the local area, creating a virtuous cycle of growth and support for everyone.** Our Open Day, for example, was more than just a party - it was an opportunity to share and celebrate the values that guide us every day.



Andrea Bino
Marketing Manager

Building a cohesive and inclusive group: Surgital's shared values

We realise that **the real strength of a company lies in the people** who make it up.



Consequently, we strive daily to create an inclusive workplace where every worker can grow in both a professional and personal capacity. Our goal is to build a cohesive and inclusive group that operates by sharing common values.

Corporate communication

It was with this goal in mind that a project was launched in the first six months of 2024 to involve staff through a scouting initiative to identify **corporate ambassadors**. These colleagues, some of whom were nominated and some volunteered, are in-house spokespeople who engage staff in and raise awareness about Surgital's values and projects, fostering an open and constructive dialogue between the company and its growing number of collaborators.

Creating internal connection rings to reinforce the values of trust and transparency is essential for **reaching all the branches of a complex and well-structured company**, thus avoiding isolation and non-engagement. The decision to assign this task to ambassadors underscores the desire to add value to human capital by improving in-house communication and strengthening company ties.

This desire is also exemplified by this publishing project and the publication **IMPASTO**.

Learning about the work environment

The video filmed last year, entitled "**Work with us**", is another significant step along our path. This project, resulting from the collaboration between the Marketing and HR departments, combines the friendly and engaging spirit of Emilia Romagna with a passion for food and socialisation. **In the video, employees guide viewers through a typical day** in the offices and production departments, showcasing their energy and participation. The video, which can be viewed in the "Work with us" section of our website, reflects our commitment to creating a well-balanced and collaborative work environment.



The Open Day: the meeting between communication, values and the workplace

The recent Open Day, which took place on 8 June, marked an important step along our path towards **consolidating company values**, both within our facilities and in our relationship with the local area. This event was the result of a significant investment, not only in financial terms, but also in terms of time and human resources, showcasing the company's commitment to creating opportunities for socialising and sharing.

This day, originally planned for 2020, marked an important step along the path towards furthering our in-house communication. With the participation of about 500 guests, including employees and their families, the Open Day provided the opportunity to create a unique occasion in which we succeeded in conveying the **company's overall value system while strengthening our sense of identity** through a recreational approach.

A series of panels asked a number of questions, the answers to which led to a clue on a treasure hunt which, in turn, included an informative exploration of all areas of the company, thanks to the Ambassadors' coordinated organisation.



In addition to the treasure hunt, there were a variety of other games organised and managed by the managers of each company department. **Games designed to provide a combination of fun and information:** one focusing on the freezing process, one on the primary ingredients, one on the company's brands, one on the geographical distribution of the sites and one also on energy sustainability, where the participants pedalled on bikes to produce energy.

The recreational section transformed the company into a playground for a day, with entertainment related to the region, including the "Italianismi" exhibition, a joint project with the **Casa Artusi Foundation**. Even the **catering activities** reflected our ties to the region, with food trucks serving typical food and drinks from Emilia Romagna, allowing guests to recharge their batteries during this busy day.

A circular company welfare system

A work-life balance calls for a stable and sustainable work approach which looks after health and promotes overall employee welfare, thus reducing stress at work. There is no universal solution to achieving this balance since every individual has unique needs and preferences. It is, however, possible to find a way for everyone to express their preferences.

Which is why Surgital launched the company welfare system. Created in collaboration with our partners in Cesena, the **Surgital Welfare** platform offers employees a wide range of options to meet everyone's different needs and preferences. From refunds for educational expenses, social and healthcare support, public transport subscriptions, the purchase of vouchers for various services (beauty care, travel, sport and free time) and allocation of credit to pension funds. Services which improve quality of life both inside and outside the company.

By working with local partners, we not only offer high-quality services to our employees, but we also support economic initiatives within our community. A virtuous circle of mutual benefit based on our commitment to build a sustainable and prosperous future for everyone.

The platform is user-friendly and the HR department is always on hand to provide support and explanations.

Bees: sentinels for the environment

In 2020, the European Commission adopted a **Biodiversity Strategy** and the **Farm to Fork Strategy** to create a balanced, healthy and sustainable food system.

Two programmes that mutually reinforce and involve nature, farmers, businesses and consumers to work together towards a sustainable and competitive future.

In line with the **European Green Deal**, these strategies put forward ambitious actions and commitments to stop the loss of biodiversity in Europe and the world, transforming food systems into global standards for sustainability

and the protection of human health and the planet.

Surgital has always placed great importance on the quality and safety of its products and processes and has been working in this direction for some time, implementing projects aligned with best **practices for a health planet and healthy people**.

In March 2024, a new step along this path saw **the introduction of beehives in the company's grounds** where agrivoltaics are already installed. A project that contributes to the achievement of **Goal 15 - Life on land**, of

the 2030 Agenda.

Our partner for this initiative is **Beeway®**, a project by Evoluzione Servizi which introduces **bees as sentinels for environmental monitoring** on the activities that they carry out in the food sector for pest control. Measuring the population of pollinating insects and checking the upkeep of colonies thus becomes an integral part of our approach to sustainable development strategy. Once again with concrete, targeted actions, we are showing that respect for the environment can go hand in hand with innovation and product quality.

Beeway® Surgital's partner for biodiversity

Evoluzione Servizi offers advice and services dedicated to food, human and environmental hygiene and safety. The commitment has always been to eliminate and contain pests within acceptable limits, using methods with little or no environmental impact.



Arianna Testi
CSR project coordinator

Paolo Guerra, Technical Sales Manager of Evoluzione Servizi and Head of the Beeway® project, states that, "The company's objectives have evolved over time, with a greater focus on the environment in the fight against climate change, soil and water pollution. We are actively contributing towards achieving the Sustainable Development Goals of the 2030

Agenda and are aligned with the "Farm to Fork" strategy, one of the pillars of the European Green Deal, in which the European Commission has set ambitious targets for the sustainable use of pesticides, including halving the risk factor of chemical and the most hazardous pesticides reduced by 50% by 2030."

This is the starting point for the **Beeway®** project: an awareness of the regulatory framework and the challenges currently threatening the future of our planet. An awareness that placing beehives in customers' green areas would provide a tool to monitor and manage pests while simultaneously helping to **create a more sustainable ecosystem**.



Bees cover a range of 3 to 5 km from the hive, acting as sentinels on the quality of the surrounding soil, air and water. A valid indicator of the E of ESG.

The Beeway® experience with Surgital

"The partnership with Surgital came about seamlessly and naturally, as if it had already been scripted. There was an instant connection. **Romana Tamburini**, with her genuine and spontaneous spirit, contacted us and within a mere ten-minute phone call had already decided to get involved in the project. The bees were relocated at night to the Surgital site, between February and March, when we organised the **Bee Day**. To set up the colony, moved to the area outside the facility, we called upon an experienced beekeeper from the Forlì hills and organised special transportation to place the hives in the designated spots. At 10.30 pm, we arrived at the Surgital facility where Romana and Cristiana Savoia, Surgital's Quality Manager, were waiting for us at the entrance. It was an exciting moment, during which we worked in perfect harmony, coordinating to gently and carefully position the beehives. Working together as a well-established team, conscious of doing something useful for the environment. We now have five hives that host about 300,000 bees, all in excellent health.

I think this is a wonderful way **to share a common goal with our customers and highlight the importance of collaboration**, showing that sustainability and cooperation can go hand in hand, bringing concrete benefits to all."

During its Open Day, Surgital took the opportunity to present the new beehive project to the entire company.

Guests were invited to take a closer look at the hives, protected by a specially erected tent, that made it possible to safely view the intense activity of the bees.

Experts were also on hand to answer all the numerous questions from both adults and children alike, explaining how these amazing insects contribute to biodiversity and make the land flourish.

Integration and inclusion: the next steps

To expand the impact and make the project even more sustainable, Beeway® is working towards the integration of a social inclusion programme in the future.

Paolo tells us,

"Last year, we lost a very dear colleague, Andrea Tura, who was a 'protected category' worker and made a significant contribution to our company. His loss spurred me on to start the Beeway® project, as well as to try and involve people with disabilities and difficulties in it. We are in the process of contacting several associations in Faenza, Ravenna and Forlì with which we could then collaborate in the production of honey harvested from the beehives."

Moving in this direction would add a social impact to the project and honour Andrea's memory.

Collaboration and partnership

The collaboration between Surgital and Beeway® is a clear demonstration of how a partnership can create value and promote a sustainable business model. **Goal 17 of the 2030 Agenda** – Partnerships for the goals – reminds us that no one can make a difference on their own.

"Working together with our customers and suppliers allows us to share the values of sustainability and social responsibility, thus generating a positive impact not only for the environment but also for the community. An approach that reinforces trust and also promotes sustainable, adaptable and repeatable business models," confirms Paolo.

The bee project that combines the expertise of Beeway® with the spaces and cooperation of Surgital, creates a sense of community and learning, setting a virtuous example that can serve as inspiration.





From egg to pasta: a quality supply chain

When we chose **Eurovo** as our egg supplier, we knew that we could count on a partner that **shares our vision** of sustainability, quality and innovation. Eurovo is a prime example of how to **integrate sustainable and virtuous practices throughout its business**, from rearing to processing and distribution.

We were able to see this for ourselves during a visit to their premises on a hot day in late July. The welcome, openness, transparency and pride with which they guided us around every part of their facilities, clearly demonstrated the quality and virtue of the whole set-up.

The company is organised into a vertically integrated supply chain, allowing it to manage every stage of production in-house, from feed production to poultry farming, packaging and distribution of the finished product. A set-up designed to ensure that each step reflects the company's ethics and philosophy, as well as intervening quickly in strategic decisions, guaranteeing the safety, quality and freshness of the final product.

Over the course of the day, we were able to see first-hand the efficiency and organisation of a business that handles an enormous number of chickens every day and an unparalleled volume of product, maintaining a high level of care and attention to detail with an artisan-style approach.

We are confident in stating that Eurovo has many of the fundamental pillars that make a company virtuous and sustainable, by adopting stringent practices to ensure food safety and promote a positive impact on the environment.

Being a vertically integrated supply chain has the advantage of facilitating the study and adoption of circular economy processes, an aspect that represents one of company's fundamental pillars. During the day, we often discussed and shared common efforts to reduce and minimise waste, whether related to products, resources or energy.

The eggs are selected according to specific criteria: the ones intended for sale as whole eggs and those sent to processing centres to be transformed into egg products, such as egg whites, yolks, egg mix,

pasteurised liquids or powder. The egg shells from the processing stage, which are rich in calcium carbonate, are used in farming after being carefully dried and turned into powder, while the poultry manure produced during the rearing stage is either sent to biogas plants or turned into natural fertiliser in the form of pellets (in a special plant on the farm). This process thus **reuses a by-product** with considerable benefits for the environment. Water is also carefully managed both in the rearing stage, with the installation of anti-waste drinking troughs, and during the industrial processes. **Nothing goes to waste**, and the commitment to sustainable management is constant and relayed throughout the supply chain.

In line with our efforts to reduce **packaging**, recycle and recover materials, we noted that Eurovo has also replaced plastic packaging with recyclable materials, mainly wood pulp, increasing the use of recycled materials and working on reducing both weight and volume.

In addition, the **photovoltaic systems** installed at Eurovo's various facilities reduce dependence on fossil fuels, promoting energy self-sufficiency, a commitment that reflects our own commitment to an increasingly sustainable energy mix.

We were also relieved and reassured to witness advanced practices to ensure animal welfare and product quality. Eurovo uses a variety of rearing systems: barn and free-range organic, ensuring ample spaces and feed designed for the various growth stages of the hens at all times.

This is showcased in the quality of our eggs through the constant effort and care taken to ensure excellent levels of welfare.

During our visit, we were impressed by the modern aspect of Eurovo's **laboratory for technological experimentation and innovation**. The space is one of the company's most advanced innovations. This



is where, in an environment that is a microcosm of the entire company, good practices and new recipes are tested on small quantities of product, reducing waste and maximising innovation before being applied on a large scale. We understand how important it is to invest in innovative technologies to improve production efficiency, quality and safety, thus optimising consumption and reducing emissions. A commitment that has led us to constantly upgrade our facilities, processes and procedures.

In addition to high-quality products and an innovative spirit, we also share a strong commitment with this key supplier to the protection of biodiversity and the preservation of local ecosystems. For Eurovo, this commitment translates into the planting of trees around the farm and the installation of beehives - a project also recently launched by Surgital in partnership with Beeway.

Located throughout Emilia Romagna, in other regions of Italy and in various European countries, Eurovo not only operates but creates job opportunities in a number of areas. Through its mission and vision, the company showcases how good practices and sustainability can improve the food business, supported by the fundamental pillars of safety, efficiency and quality.

The tie to the community also includes the trust and relationship that has been created over the years with Surgital. Our decision to partner with Eurovo is based on a shared ethical vision and commitment to excellence. Our visit to their facilities confirmed the quality of the practices they adopt and the importance of a relationship based on mutual trust and value building.

We are proud to have a partner with whom we share many core values, in the knowledge that together we can offer our consumers high-quality, environmentally and community-friendly products.



LEARN MORE ABOUT
OUR COMMITMENT TO
SUSTAINABILITY:
visit our dedicated
Dossier.



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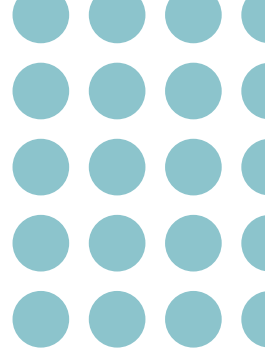
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