

Impact Report 2022



TeaPak s.r.l. SB • Imola



Contents



- 04** Letter from the Founder and Managing Director
- 08** The TeaPak Story
- 10** Our Growth
- 12** Highlights
- 14** Quality and Excellence
- 15** Technology
- 16** Vision, Mission and Values
- 20** Diversity, Equity & Inclusion
- 22** TeaPak is a **BENEFIT COMPANY**
- 23** Impact assessment: B-Corp certification and B Impact Assessment standard
- 24** Specific sustainability objectives
- 25** Specific objectives declared for 2022: results summary
- 26** Detailed 2022 activity report
 - 27** Governance **33** Community **38** Workers
 - 45** Suppliers **47** Environment
- 54** **FOCUS: UN 2030 Agenda**
- 55** Our 2023 improvement goals

Letter from the Founder and Managing Director



Andrea Costa
Founder and Managing Director of TeaPak s.r.l. SB

You told me that our second **Impact Report** would be more challenging than the previous one, and as is often the case, you were right! A year still largely characterized by the pandemic, and by all those ethical reflections that the now famous saying “**everything will be fine and we will come out better**” has brought with it. In fact, I find myself reporting a year that was complex for all of us, with many positive aspects, but in other ways very challenging, in which, once again, we have faced unexpected events that have conditioned **the way of doing business, People** and even our **Planet**.

Still not completely out of the pandemic, we have suffered very serious international circumstances; first of all, the outbreak of the **War in Ukraine** with all the tragic consequences it has brought and continues to bring to **the communities who have been directly affected** and with important consequences on **all our lives** as well. As always, uncertain economic times destabilize us and create a general insecurity that we have decided to face together, once again united, and once again our “teamwork” has proved to be our

greatest strength. Our first thought was to try **to do** something, for that sense of social justice that sets us apart and to continue to be credible when we look in the mirror, even before telling our stakeholders. For our company, **Corporate Social Responsibility** remains one of the fundamental cornerstones; it is our mission, the one we have always embraced. So, it goes without saying that we did not delay even for a second in the face of tragedies of Global proportions, and there were many actions implemented on different fronts: from participating in the **collection of various goods to help the affected populations**, to the realization of a project, demanding but at the same time stimulating and rewarding, aimed at **supporting Ukrainian families** hosted in the **town of Imola** with the help of our **Global Foundation**. As a company well rooted in our territory, we have had the honor of financing the association **Trama Di Terre**, an important association in our area that welcomes and **protects women and children** in critical socio-economic situations, who come from domestic violence or from the many migratory flows that characterize our present. Through

our contribution, the Association has provided 360-degree support (food, accommodation, Italian courses, psychological support, etc.) to numerous Ukrainian women hosted in Imola with their children, waiting to be reunited with their husbands and/or families.

We also immediately thought of our employees, who found themselves facing a high cost of living heavily influenced by expensive energy and we acted to support them by providing vouchers and **increasing the amount of our welfare**.

This critical international instability came precisely in the year we had decided to dedicate to **Health and Wellness**, and so we immediately activated Yoga sessions and the **Listening Desk** on our premises, managed by highly qualified personnel and completely free, together with the constant promotion of a **healthy lifestyle**; we also planned several outdoor activities such as a nighttime hike that have created that **psychophysical support** necessary to better face an undoubtedly stressful daily life.

As always, we have put **People at the Center**, and every choice has been made conscientiously in the respect and attention of every single person who gives a part of themselves to our reality every single day. In the same way, our **positive impact on the community** where we operate has remained constant, despite it being an anomalous year for our business since, for the first time in the company's history, **we had to**

face a reduction in turnover: not due to a loss of standing in our market, but dictated by the need to reshape our organizational structure in the face of a market that has “normalized” after the peaks of the pandemic period. **Our robust values, professionalism and the intrinsic responsibility of our people**, have guided and accompanied us while facing a new situation for everyone, which has led us to **make difficult choices** and to focus closely on the **processes of optimization and elimination of waste**. All actions aimed at safeguarding and **protecting all of us and, above all, our future**.

Not even in an economically difficult year like the last one, have we set limits on improving our **impact on the community**, contributing, for example, to the renovation project of the “**Mothers' Room**” at the Imola public hospital, and, while on the one hand there have been many critical issues, on the other hand, **much satisfaction and deserved recognition** has also come like a breath of fresh air. From winning the **SME Welfare Index**, award for the third consecutive year, to the unexpected and very welcome award received in Washington DC, i.e. the **REDI Index - Religious Freedom**, demonstrating our commitment to supporting employees and the attention paid to **DE&I** issues both on a local and international level we are committed to achieving the **social equity** that only **the redistribution of the wealth generated by our activity can guarantee**. At the end of the year, we were very pleased to acquire the **B-Corp** certification, which is



another great step in terms of commitment to all stakeholders and will accompany us on our path of continuous improvement in all the main areas of sustainability: **Governance, Workers, Communities, Suppliers, Customers and the Environment.**

The desire to continue to have a **Positive Impact** can only be transformed into concrete company actions by applying the **Highest Quality** and **Organizational Standards** to all our production processes, and in 2022 the international certifications also rightfully arrived to highlight the incessant daily work that we put into practice to offer products of the highest value and quality, which maintain the beneficial properties that have always characterized them and that, at the same time, preserve our Planet: Standards such as **ICEA, IFS/BRCGS and Rainforest Alliance** are clear examples of **that Operational and Ethical Excellence that we**

have achieved and maintained.

Knowing that there is no Quality without Safety, it is with great pride that in 2022 we obtained the ISO 14001 certification aimed at the highest Standards for **Quality, Safety and the Environment.** This certification fully reflects the importance of interdependence and integrated models that consider all the fundamental aspects that can guarantee **safe production processes, quality and that are aimed at respecting the environment.**

Instead of being a year of settling out of the pandemic period, 2022 was a year of **great internal and external changes, of deep reflections** and adaptation to a market and an external context in which **new dynamics of the world of work,** from the Great Resignation to Quiet Quitting, from a profound rethinking of smart-working, to attracting talent and new

Retention Policies, in the face of which we have been duly prepared, **pursuing a competitive advantage, which is not only operational, but also Ethical and Social,** focusing even more on the fact that we want to be, together, a company that makes profits, while still being **strongly built on the principles of sustainability in all its highest forms.**

It is with great pleasure that I share our second impact report, which makes us proud of what we do together every day, with the awareness of what still needs to be done to **Guarantee Fundamental Rights to All,** and to continue to protect our Planet, which sends us clear cries for help every day, like the drought that has impacted our region.

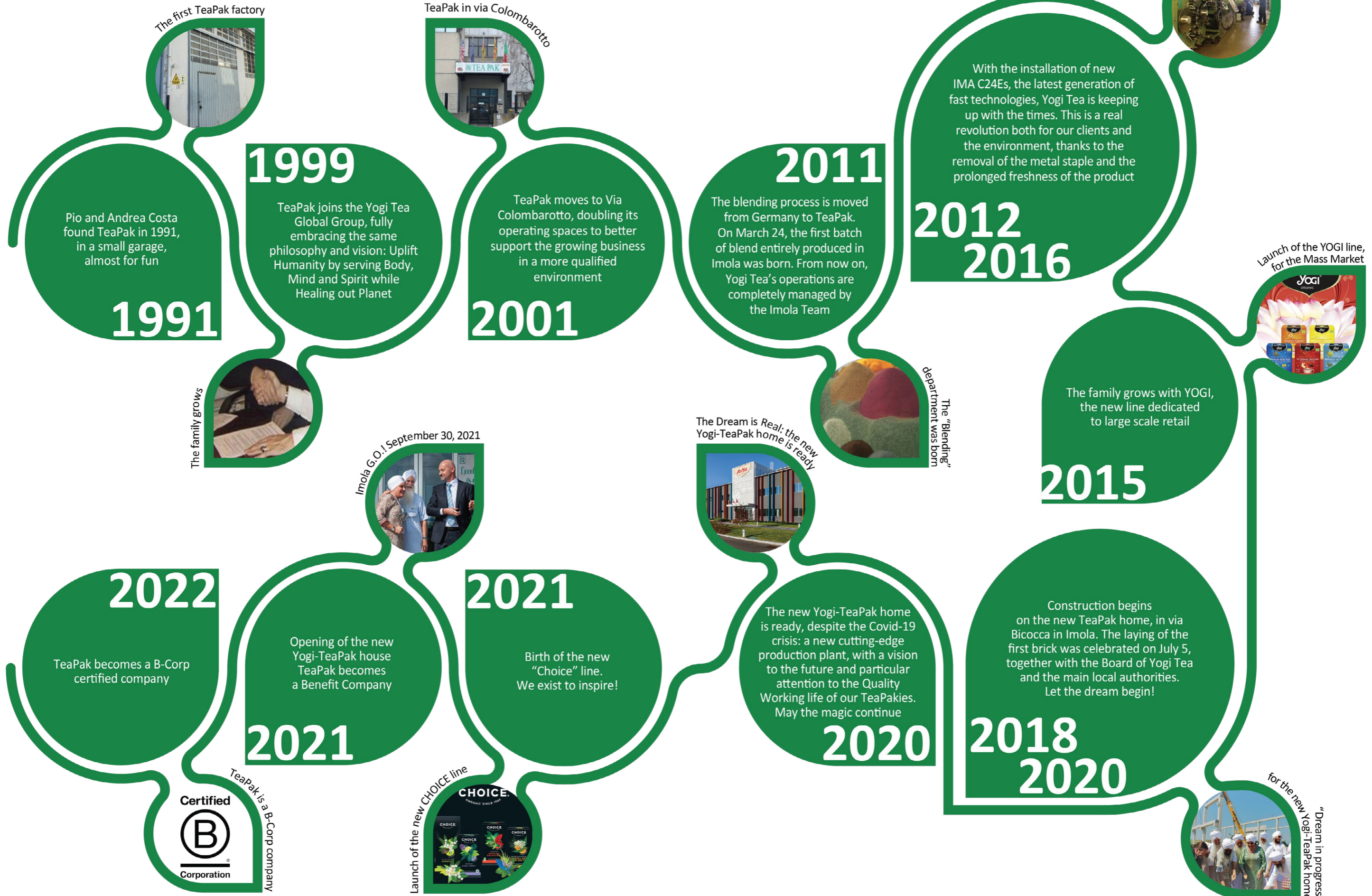
We continue our daily activities with the clear awareness of being privileged because we have the unforeseen **opportunity to create**

prosperity to share. We confirm our idea that companies must be active and proactive agents aimed at change in trying to seize the opportunities that arise. We are proud to be part of a very dynamic and technologically advanced, innovative territory where new, potentially pervasive technologies can be used to promote the improvement of the **quality of life for everyone** in a sustainable, open and inclusive world.

Sometimes the goals we set for ourselves may seem very challenging, but we know that **big changes come from big ideas and find their fulfillment starting from small daily actions.**



The TeaPak Story



Pio and Andrea Costa found TeaPak in 1991, in a small garage, almost for fun

1991



1999

TeaPak joins the Yogi Tea Global Group, fully embracing the same philosophy and vision: Uplift Humanity by serving Body, Mind and Spirit while Healing out Planet



TeaPak moves to Via Colombarotto, doubling its operating spaces to better support the growing business in a more qualified environment

2001

2011

The blending process is moved from Germany to TeaPak. On March 24, the first batch of blend entirely produced in Imola was born. From now on, Yogi Tea's operations are completely managed by the Imola Team



With the installation of new IMA C24Es, the latest generation of fast technologies, Yogi Tea is keeping up with the times. This is a real revolution both for our clients and the environment, thanks to the removal of the metal staple and the prolonged freshness of the product

2012
2016



The family grows with YOGI, the new line dedicated to large scale retail

2015

The Dream is Real: the new Yogi-TeaPak home is ready



The new Yogi-TeaPak home is ready, despite the Covid-19 crisis: a new cutting-edge production plant, with a vision to the future and particular attention to the Quality Working life of our TeaPakies. May the magic continue

2020

Construction begins on the new TeaPak home, in via Bicocca in Imola. The laying of the first brick was celebrated on July 5, together with the Board of Yogi Tea and the main local authorities. Let the dream begin!

2018
2020



2022

TeaPak becomes a B-Corp certified company



2021

Opening of the new Yogi-TeaPak house TeaPak becomes a Benefit Company



2021

Birth of the new "Choice" line. We exist to inspire!

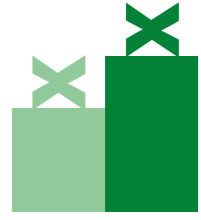
Launch of the new CHOICE line



Our growth



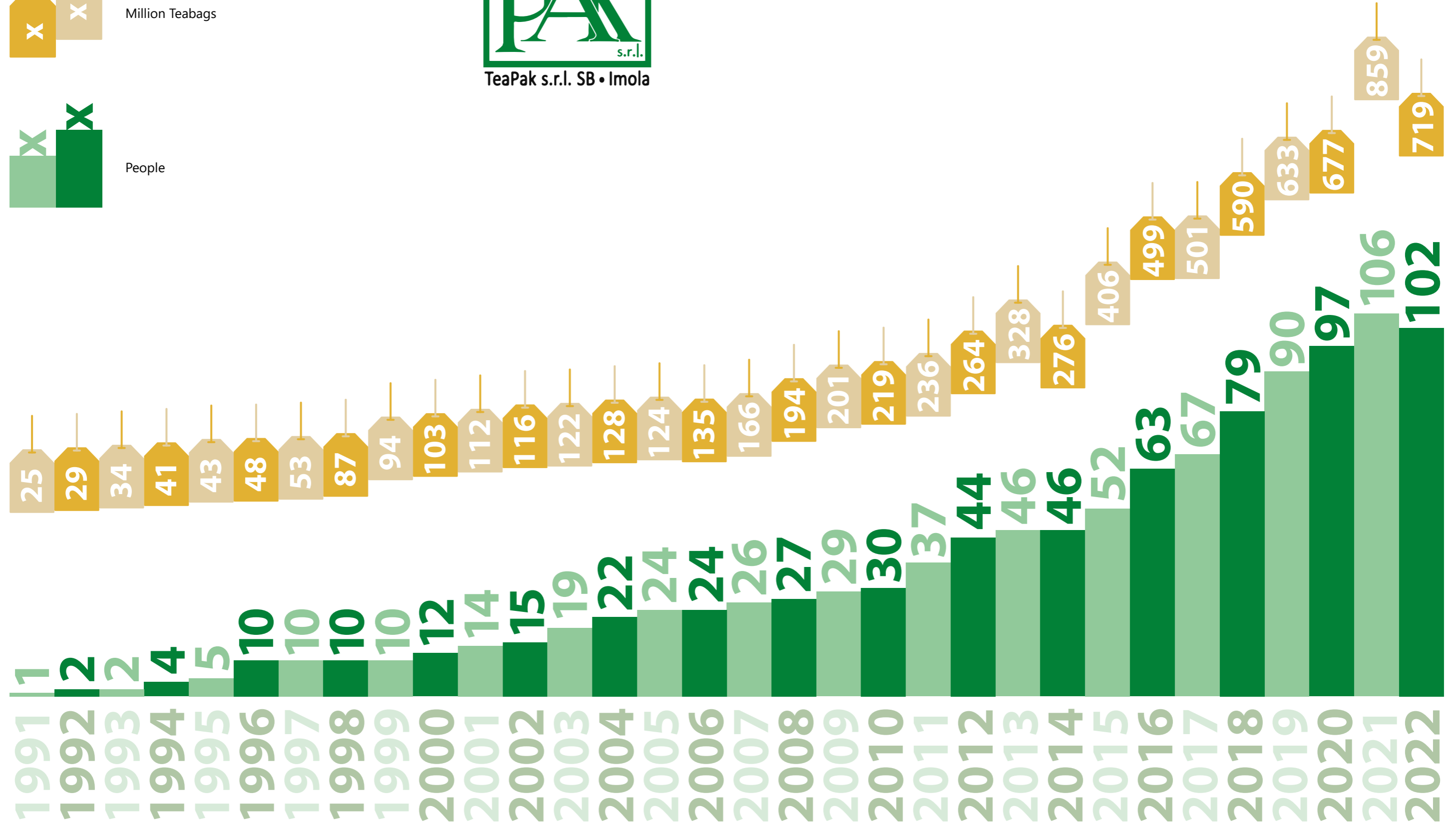
Million Teabags



People

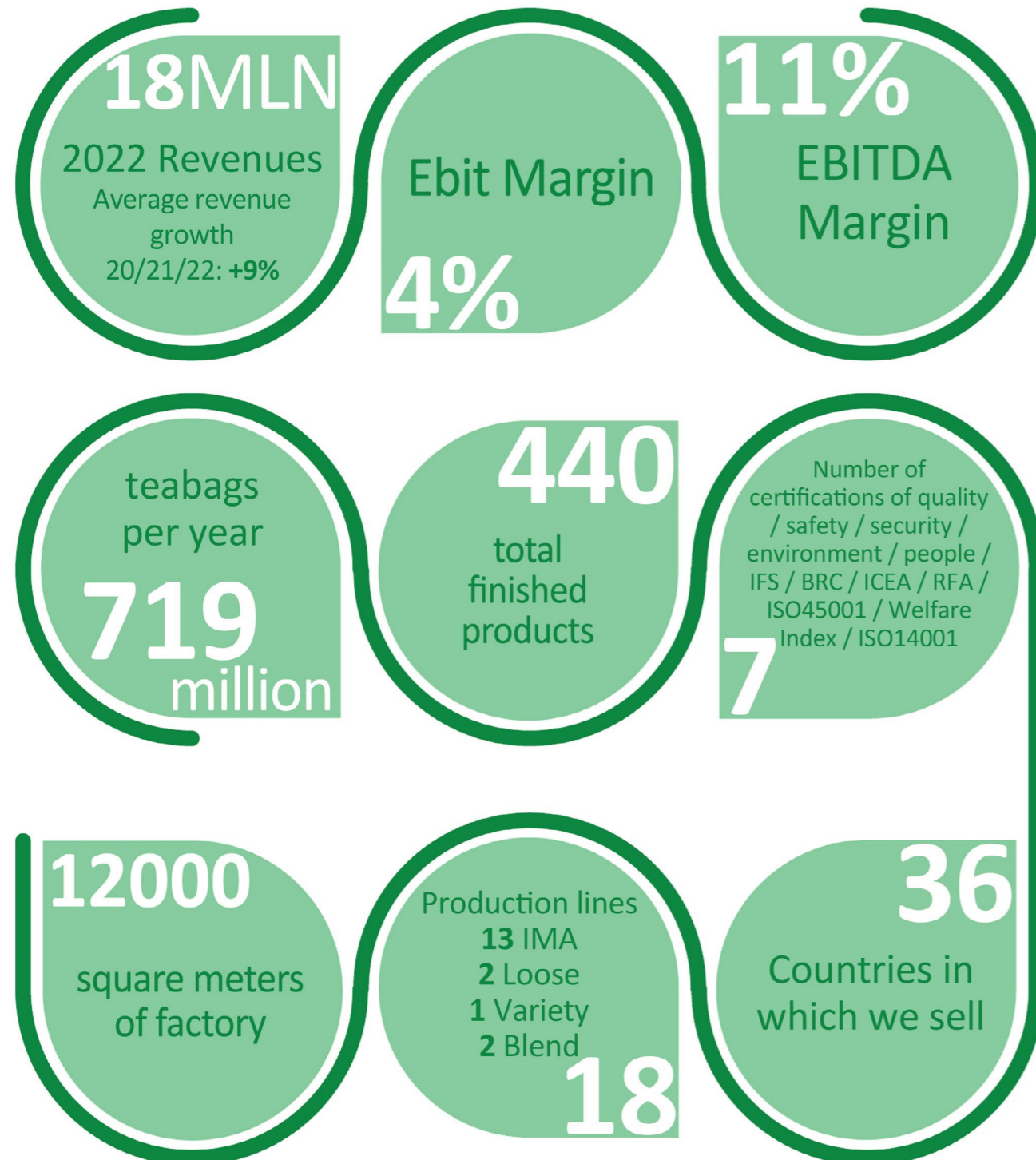


TeaPak s.r.l. SB • Imola



Highlights

TeaPak was founded in 1991 in Imola and has always been involved in the packaging of herbal teas and infusions. Since 1999 it has formed a solid and profitable partnership with the Yogi Tea group, mixing and packaging the Group's organic herbal teas for the entire European market. TeaPak applies the highest quality standards to all business processes and uses the best and most advanced technologies in automatic mixing and packaging in the food sector. The company continues to follow a rewarding and challenging growth path, always guided by the belief that our most precious asset is our People.



[data as of December 31, 2022]



[data as of December 31, 2022]

Quality and Excellence

TeaPak applies the highest quality standards to all business processes. For more than 30 years the company has distinguished itself by its use of the best, most advanced technologies in the food sector for mixing and above all for automatic packaging. Because of its opportune position in the heart of the Packaging Valley, TeaPak's desire to innovate and always be at the forefront is enabled by its collaboration with carefully chosen suppliers with whom TeaPak boasts relationships that can be defined as true partnerships of continuous improvement.

Alongside technological development, there is ample room to spread a culture aimed at optimizing and perfecting existing processes, with the goal of guaranteeing high efficiency in all business areas.

TeaPak manages 150 different ingredients used to create more than 500 finished products, distributed throughout Europe,

North Africa and the Middle East. By choice, TeaPak only works with organic raw materials, and to ensure that a high-quality finished product can be placed on the market that maintains the beneficial properties that characterize it from the outset, TeaPak is committed to complying with the latest regulations on organic production (ICEA) and also continues to collaborate with the University of Bologna, with which TeaPak has designed and implemented a system to minimize infestations in raw materials.

TeaPak confirms its attention to the strictest voluntary food safety standards (IFS/BRCGS) on a daily basis, not only by packaging something good but also by striving to offer a product that is good for the end consumer as well as the environment.

Ceaseless management work takes place during the entire production cycle, in which highly professional staff attest to

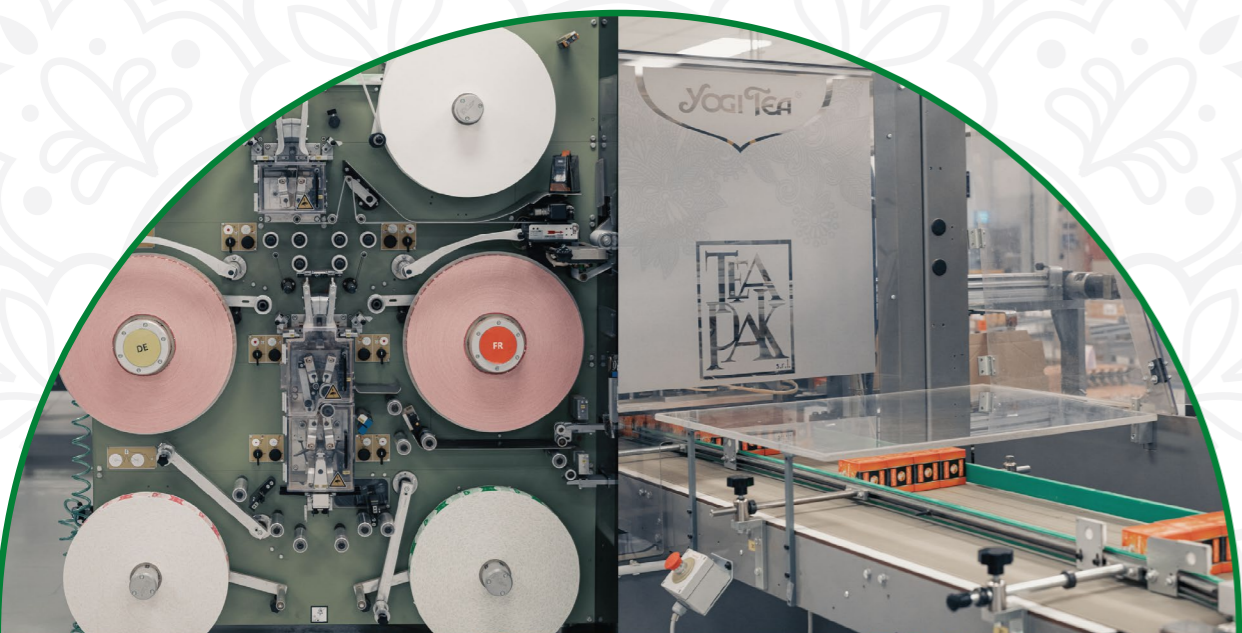
compliance with these standards.

A highly digitized warehouse welcomes raw materials and ingredients from all over the world, with a preference for the use of packaging materials and local resources where possible, to limit the environmental impact as much as possible. A detailed plan of checks on incoming ingredients, based on sensory analyses and chemical and physical checks, is accompanied by precise process and product controls, supported by the best practices in processing, permitting production volumes of around 700 million teabags per year (2022 data).

This constant commitment translates into excellent performance, as measured with the metrics of the sector, revealing both meticulous attention to detail and a broad vision that are the distinctive features of TeaPak.

Technology

Since its inception, TeaPak has used IMA S.p.A. machines for packaging herbal teas and with whom, over time, a long and fruitful collaboration has been established in the field of Research and Development. The C24-E model packaging machines are a concentrate of technology and innovation that can assemble all the components of a package in mere seconds: in fact, the machines produce up to 350 teabags per minute. Over time TeaPak has invested more than 12 million euros on these machines, which represent another Italian excellence located in the same geographical area where TeaPak has its headquarters. The advanced technology, accompanied by highly specialized work carried out by the operators who manage the machines, allows the machinery to work almost continuously, achieving excellent efficiency and performance.





Our Vision

Uplift Humanity by Serving Body, Mind and Spirit, while Healing our Planet.

Our Values



Our Mission



We live with **passion**. We believe that **motivation** is our greatest power, relying on our **dedication** to make a difference to the world.

We facilitate **intellectual curiosity**, knowing how important it is to be **mentally open** and to never stop learning to maintain a **global approach**.

We hold deep **trust in people** to grow together, day after day, and to be more **authentic, collaborative** and respectful of **diversity**.

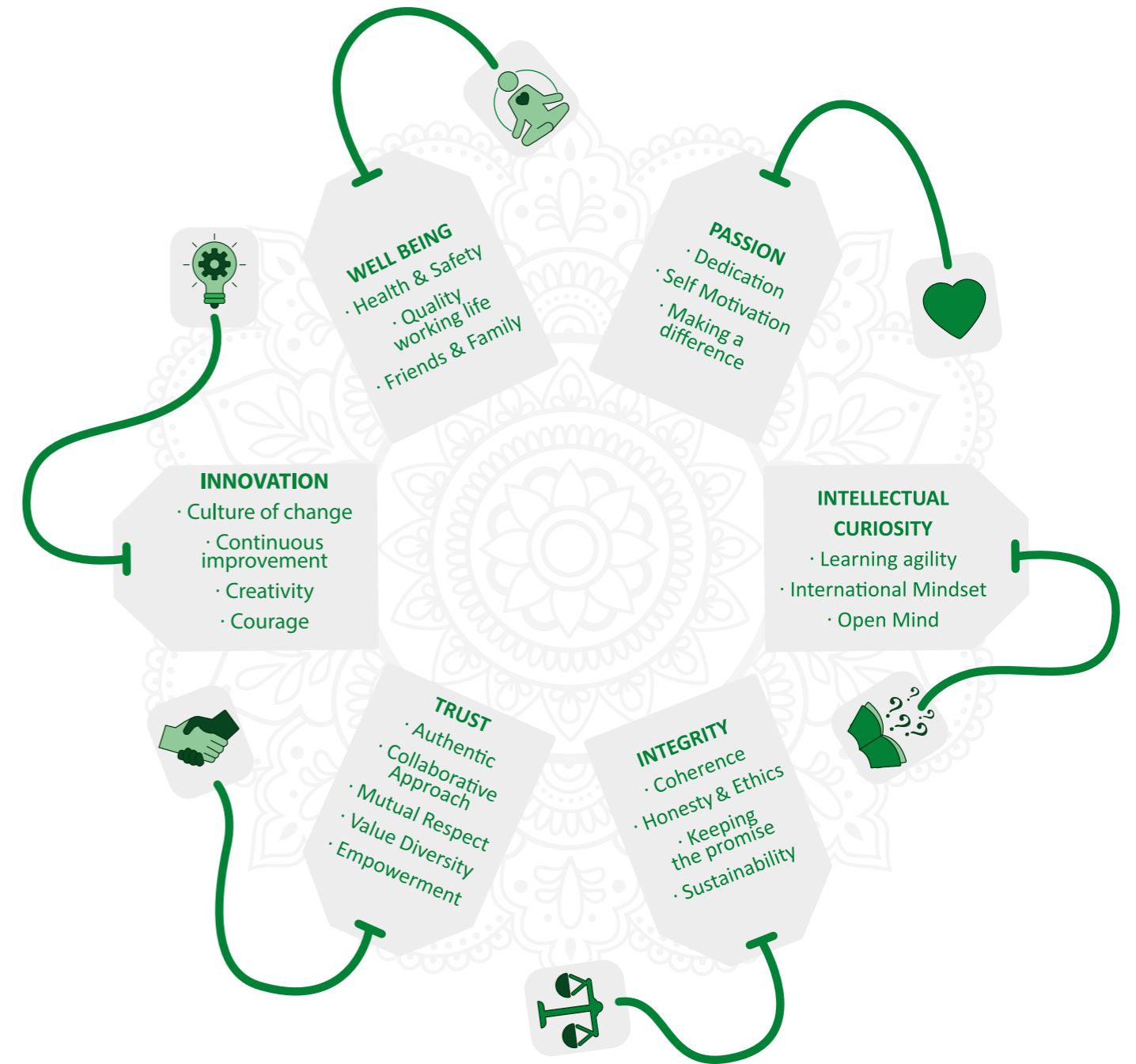
We keep our promises, seeking **consistency, honesty and good ethics**. We place ourselves at the disposal of others because we know that together we can go further.

We believe in the importance of **continuous**

improvement and promoting a culture of **change, creativity** and **courage** because the world cannot help but change and evolve. We seek **harmony** between mind, body and spirit, pursuing **well-being** in all its forms.

We actively participate in **solidarity** actions and promote the principles of equality and **social justice** that form the basis of our philosophy "**Doing good is good and makes us feel good**".

We take care of our **Planet**, making conscious choices and working day after day to make the world a better place.





Promotion of well-being

The company promotes well-being in all its forms and

meanings: well-being of the body, well-being of the mind, well-being understood as "being well together with others" and also "doing good for others". In fact, TeaPak considers the psychophysical health of its workers to be central. However, relationships and social interactions are equally important, as well as contributing to increasing the well-being of the local community. Looking to the future, we are aware that there will be no well-being if we do not take action to safeguard our planet together and to guarantee everyone equal opportunities to live a dignified life and to be self-fulfilled.



Passion and involvement

The company believes it is essential to create a working environment that directly involves employees in company life and promotes a bottom-up approach, allowing employees to have an active role in the continuous improvement processes. This takes place through esteeming the individual and their talents, and ensures that employees cultivate and nourish passion for their job each day, spreading the practice of "taking care" of each activity, from the simplest to the most complex. The only way to make a real difference is to work with passion!



Innovation and continuous improvement

The company aims to always work following the

highest quality standards in all company departments. We encourage employees to participate proactively and creatively in order to create the optimal conditions for change and innovation, with the common goal of improving company performance each day. In fact, one of TeaPak's main objectives is to provide the final consumer with a product that meets the highest quality standards while at the same time protecting the planet's resources. TeaPak produces and packages only organic products in compliance with mandatory EU legislation. All Yogi Tea products have been awarded the European Organic Logo, testament to our strict compliance with the rules on organic production established at the European level.



Trust and respect

TeaPak has always cared about respecting and protecting the dignity of

workers in compliance with international conventions and national and EU laws to protect workers.

In fact, TeaPak bases its business on respect for the individual in all forms, promoting inclusion and considering diversity as a value.

Everyone must be guaranteed freedom to express their ideas and beliefs in compliance with current legislation, respecting the rights and dignity of others and harmoniously coexisting in their respective roles.

We undertake not to discriminate against workers based on their race, color, faith, origins, sex, age, citizenship, religion, regional origins, disability, marital status, or any another characteristic protected by law.

We recruit staff and establish conditions of employment objectively and in compliance with applicable national and international legislation.

TeaPak remains neutral towards various political and religious views or other ideologies. We do not impose adherence to any movement or orientation, and also guarantee and protect the freedom of workers to join trade union organizations. Workers likewise pledge to not impose their ideological or political views on the company.

The criteria for correctness, collaboration and loyalty must guide not only the relationship between the recipients themselves, but also relationships with third parties.

Basing relationships on respect is the only way to create a climate of mutual trust that will lead to a serene and collaborative working environment, avoiding conflict, discrimination, violence or any other form of inappropriate behavior capable of negatively influencing the working environment.



Intellectual curiosity, open-mindedness and predisposition to change

We strongly believe in expertise and know-how. We promote and offer professional development pathways with a view to Lifelong Learning, both in technical-professional skills and in transversal and managerial skills. We promote dialogue between our employees, proactivity, intellectual curiosity and culture. We see differences as a great resource and consider open-mindedness and the comparison between different points of view as indispensable prerequisites for welcoming the processes of change and setting up development and evolution processes that are essential to remaining competitive within increasingly complex market dynamics.



Integrity, honesty and transparency

TeaPak bases its business on the principles of ethics, honesty and transparency.

We require our employees to comply with both legal and moral contracts. In carrying out our business activities we undertake to meticulously respect current legal and economic legislation. We strongly reject any form of illegality and make the utmost effort (within our competence) to implement initiatives aimed at combating crime.

No conduct contrary to law should be undertaken by any recipients; even if abstractly motivated in the interest of TeaPak, it cannot be considered justified. Consequently, if such behavior is found, it will result in the adoption of disciplinary measures by our company.

All workers are required to carry out their duties according to all principles listed in this document and to follow the ethical and professional codes related to their position. We undertake to comply with the regulatory provisions regarding the confidentiality of information and the protection of personal data by ensuring that the related processing complies with the provisions of the applicable legislation (currently Reg. EU 679/2016 and Legislative Decree 101/2018). The recipients undertake to behave in such a way as not to damage, discredit or otherwise compromise the image of the company.

Diversity, Equity & Inclusion



Diversity ► is the set of human differences and varieties, both inherited and acquired, that put people at risk of exclusion, different treatment or discrimination (age, gender, sex, sexual orientation, socio-economic status, ethnicity, religious belief, physical and mental ability, etc.)

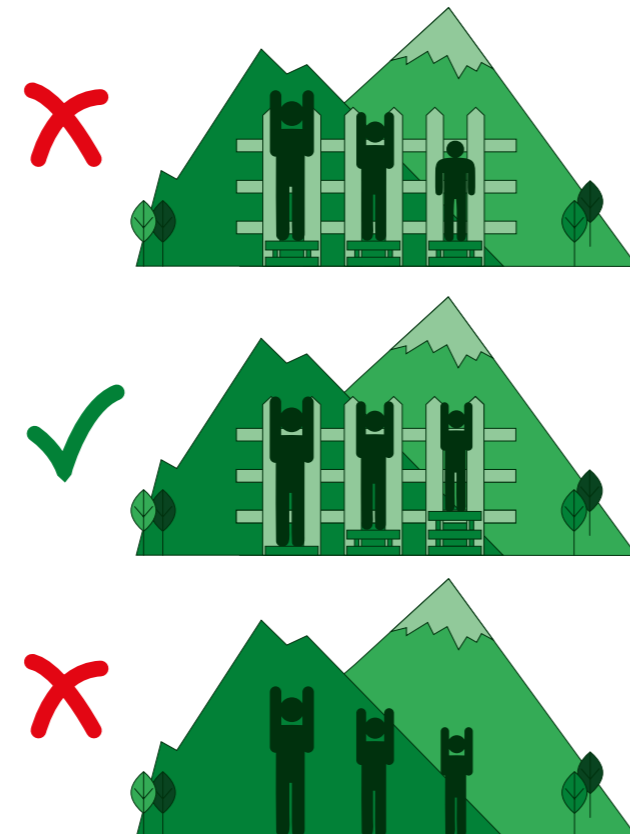


Inclusion and diversity are certainly key topics at the center of public and private discussions at the national and international level; and because they are very "in vogue" concepts, the risk of trivialization is always around the corner. We want to devote an area of the impact report to these issues because we believe that, beyond the form, these words and concepts must find a real application in the business context, as well as in the Community, since the time is ripe to build and fully realize a future of real rights and opportunities for everyone.

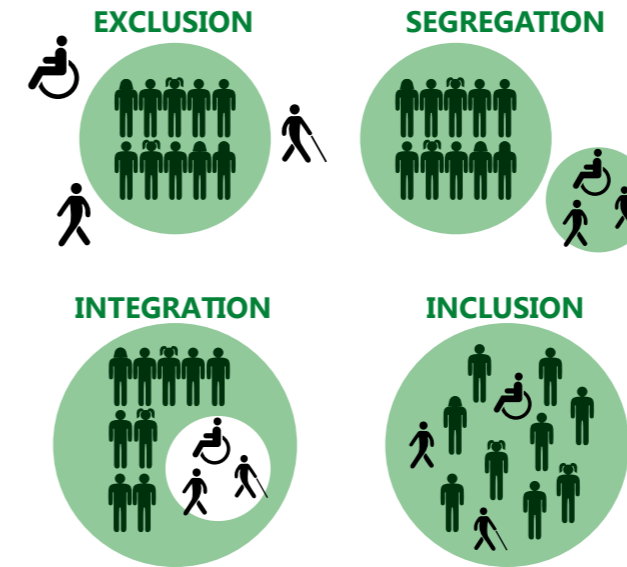
Since we consider ourselves to be a virtuous company in terms of sustainability, and since we are a Benefit Company, we have a moral duty to ensure that the right conditions are created -- through our business as well -- to guarantee everyone the same opportunities and the same rights.

Therefore, first of all we want to define these words and concepts that are so frequently used these days, often without dwelling on their extrinsic or intrinsic meaning, so we can be fully aware of how they impact company dynamics.

Equity ► focusing on individual needs to ensure equal opportunities for access, growth and development for all



Inclusion ► developing policies and practices that make everyone feel welcome, valued and respected; that is to say, creating working conditions that guarantee a sense of belonging and psychological safety

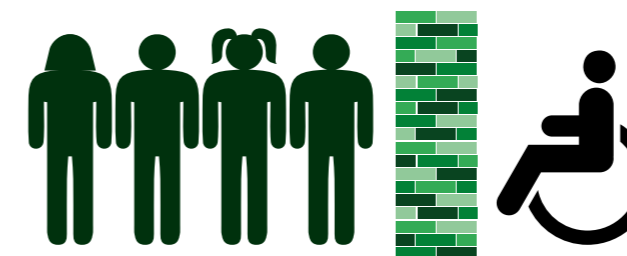


In the company context, when we talk about Diversity, Equity & Inclusion (DE&I) we are therefore referring to a set of programs, techniques and strategies aimed at recognizing and valuing individual differences, to maximize all employees' potential, and exclude none.

TeaPak has been working proactively for several years to fully integrate DE&I practices and projects into personnel management policies, as well as within production processes.

For TeaPak, as proudly stated in our Mission and in our Code of Ethics, difference is a value, a great opportunity for growth and innovation, but this appreciation of differences can only find a real application in a truly inclusive work context, in which people are inclusive of others' individual characteristics and their potential to express, and only by implementing equity tools is it possible to express this potential.

Discrimination ► distinguishing and treating people differently on the basis of membership in groups or categories, preventing them from accessing the same opportunities and equal rights



We are aware that making all this effective in the work context is certainly not easy, because the dynamics between People are very complex, the factors and variables involved are numerous, and organizational and structural factors of the production process can limit certain actions; however, the company's will is strong, ethical awareness is always present, and our most important value is and will always be People.

Our commitment has already come to fruition in many activities (the Flags Project, the book *All TeaPakies as One*, the beginning of the journey for a Gender Equality certification, the daily activities of active participation and internal working groups, etc.) and will continue to spread a culture of inclusion and equity more and more, where everyone is given the opportunity to self-realize.

TeaPak is a BENEFIT COMPANY

On July 9, 2021, TeaPak formalized its commitment in terms of Corporate Social Responsibility, becoming a Benefit Company.

Benefit Companies are a new legal form of company, introduced in Italy with Law no. 208 of December 28, 2015 (paragraphs 376-383 and annexes 4-5) and entered into force on January 1, 2016, which guarantees a solid basis to align the mission and create shared value in the long term.

The decision to become a Benefit Company is completely voluntary, and formalizes the company's commitment to overcome "business only" reasoning for all stakeholders, and to instead welcome a business management style aimed at creating shared value in terms of social and environmental sustainability, as well as in terms of economic prosperity for all.

TeaPak decided to become a Benefit Company, thus highlighting a social and environmental commitment that has always been active in the company, placing corporate social responsibility at the core of the business, declaring to pursue objectives

with a positive impact, committing to operate in a manner that is **ETHICAL, RESPONSIBLE and SUSTAINABLE, RESPECTING its employees, the environment, its customers and suppliers and supporting the local community.**

As of **July 9, 2021**, TeaPak has **become a Benefit Company**, and has inserted the positive impact objectives the Company intends to carry out through its economic activity into Art. 5 of its Bylaws:

"In the exercise of its economic activity, the company pursues objectives with a positive impact, committing itself to operate in an ethical, responsible and sustainable way, respecting its employees, the environment, its customers and suppliers, and supporting the local community and other stakeholders."

In pursuing the identified objectives, TeaPak has appointed an **Impact Manager** who will be committed to reporting, in a transparent and complete manner, the activities carried out by the company in order to balance the interests of the shareholders with those of the community. On July 9, 2021 Andrea Costa was appointed to this role

This document constitutes the way in which TeaPak makes transparent its commitment to implementing development that is increasingly sustainable, evaluating and reporting not only its economic impact, but also its social and environmental impact.



Impact Assessment: B-Corp certification and B Impact Assessment standard

To comply with legal obligations and report the impact generated by the company, TeaPak decided to use the third-party standard **B Impact Assessment** for the year 2021.

This standard, developed by the nonprofit B-Lab, consists of a complex questionnaire with over 100 questions, which investigates the company's business model with respect to its ability to intervene positively in reference to the main environmental and social challenges, as well as measuring the impact of the products and services offered by the company. At the same time, this standard suggests ways to improve the company's business model, so that it is consistent with the desire to create a positive impact for the community.

The B Impact Assessment standard is part of the international **B-Corp** certification: the B-Corp certification classifies companies that, in addition to having profit objectives, meet the highest standards of social and environmental performance, transparency and accountability. It is currently utilized in 153 sectors and 74 countries. Out of more than 140,000 companies that have started the certification process, only about 3% have actually earned the certification.

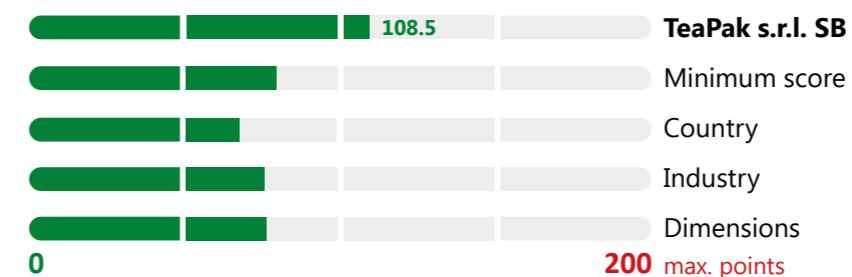
The company can only begin the certification process if it scores a minimum of 80 points out of a possible 200. Once this minimum score has been achieved, the third-party B-Lab auditors begin the review process.

On 26 October 2022 TeaPak successfully completed the certification audit, officially becoming a B-Corp certified company, with a final score of 108.5 points. Below are the scores obtained for each evaluation area: Governance, Workers, Community, Environment and Customers/Suppliers.

This result makes TeaPak very proud but we are aware that far from representing a destination, this recognition represents a new starting point on the path of continuous improvement towards sustainability.

Overall Score: TeaPak s.r.l. SB B Impact Score

End of fiscal year data
December 31st, 2021



Specific sustainability objectives



Governance: The company is committed to acting ethically and transparently towards all stakeholders, promoting a conscious and sustainable way of conducting business, involving all levels and business areas in a virtuous process of continuous improvement, aimed at creating shared value.

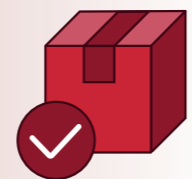
Community: The company is committed to supporting the local community in its evolution towards sustainability practices that guarantee respect for fundamental rights for all citizens, initiating projects and participating in volunteering and cultural activities, promoting inclusion and equal opportunities, and actively supporting the protection of the environment and the development of sustainable and safe cities through partnerships, networks and discussion tables with public and private bodies, associations, universities and other companies in the territory.



Workers: TeaPak has always believed that the true heart of the company is People and is committed to protecting workers by guaranteeing their fundamental rights, creating a collaborative and inclusive working environment, promoting people's value and self-realization through training and development, recognizing their talents, building an increasingly healthy and safe working environment every day, educating a broad and extended concept of well-being, supporting both workers and their families through the implementation of expanded welfare practices that include both tangible and intangible aspects, and continuously applying models of active participation for the workers themselves.



Suppliers: The company is committed to involving suppliers in development paths towards sustainability, through sharing projects and best practices, as well as evaluating suppliers based on variables directly connected to the fundamental axes of sustainability (respect for workers' rights, green practices, respect and involvement of minorities, possession of ethical, environmental certifications, etc.), arriving at the choice, when possible, of the most virtuous ones in this regard.



Environment: The company is committed to applying policies and procedures that minimize environmental impact to all processes - not only production - and that promote good recycling practices and energy saving, mainly selecting materials from sustainable supply chains and simultaneously spreading the green culture through workshops and projects both internally and in collaboration with the local community.



Specific objectives declared for 2022: results summary

KEY:

	Objective achieved
	Objective partially achieved
	Objective not achieved

To learn more about each objective, see the detailed sections that follow



Governance

- Sustainability project for each department
- Stakeholder engagement project
- Health and wellness project



Workers and Community

- Project to enhance services integrating work and private life
- Diversity & Inclusion
- Actions to be implemented related to the Health and Wellness Project for workers
- Raising awareness against gender-based violence and promoting gender equality
- Doing Good Reporting
- For all employees, 1 extra day of vacation and 1 day that must be dedicated to solidarity actions
- Communications: activation of reserved area for employees

Suppliers



- Feasibility analysis for converting packaging materials into greener alternatives
- Open day with strategic suppliers of packaging materials
- Involvement in the stakeholder engagement project

Environment



- Carbon Footprint
- Resources and waste management
- Continuous improvement

Detailed 2022 activity report and objectives



Governance



The company is committed to acting ethically and transparently towards all stakeholders, promoting a conscious and sustainable way of conducting business, involving all levels and business areas in a virtuous process of continuous improvement, aimed at creating shared value.

Activity	2022 Activity Status	Indicators
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Benefit Company

In 2021, the company decided to formalize its commitment to all stakeholders by becoming a Benefit Company. This process has led to the consequent modification of its bylaws to ensure that the company's work is always conducted in a responsible, sustainable and transparent manner towards people, the community, the territory and the environment in order to achieve a positive impact for all.

The company will publish the second impact report by April 2023, which, in line with the principles of transparency, will be published on the company's website.

Adoption of D. Lgs. 231 Model

In line with the principles of ethics and transparency that TeaPak promotes, every two months the company carries out a full or partial review of Legislative Decree 231, following the requirements of the law each year.

As of December 31, 2022, no reports have been received by the Supervisory Body through whistleblowing mechanisms.

Vision, Mission and Values

In order to spread the values of sustainability and CSR to all levels of the company, and also share the Vision, Mission and Values of the company, within which sustainability and CSR play a central role, TeaPak has implemented a communication plan throughout the year to share and raise awareness about the issues of sustainability, inclusion and equal opportunities among employees.

- ✓ The Vision, Mission and Values of the company are presented to each new hire during the onboarding phase.
- ✓ During the company meeting held in December 2022, the B-Corp certification was presented in depth, to explain to all employees what it is, its value and why it is so important.
- ✓ During an internal project cross meeting, the purpose of the Gender Equity certification was shared, its importance for the company and for workers, and gender gap data in Europe and Italy were described.

Sustainability Team and Green Team

Two working groups are active in the company: an international working group called the Global Sustainability Team and a TeaPak-specific Green Team, with the aim of discussing the issues of sustainability and environmental impact in depth. In addition to evaluating green reports and recommendations, the internal Green Team is engaged in the presentation, organization and promotion of green/sustainability themed company events. The Directors play an active role in these working groups.

In 2022 the Global Sustainability Team held meetings on a bi-weekly basis. The main activities concerned:

- ✓ Creating and sharing the first "Global Sustainability Report" for the year 2021
- ✓ Creating the "Carbon Footprint Working Group", composed of employees from various locations, whose purpose is to identify and implement activities aimed at reducing the company's carbon footprint (2 groups entirely composed of TeaPak employees)
- ✓ Participation in the "Ethical Tea Partnership" conference on the topic "Packaging Innovation - Knowledge Exchange" during which TeaPak presented its experience in the field of sustainable and innovative packaging
- ✓ Organization of training sessions on sustainability (3 carried out in 2022) on the following topics:
 - Sustainability Education Session: B-Corp Month
 - Sustainability Education Session: Regenerative Thinking
 - Sustainability Education: Rainforest Alliance

In 2022, meetings were held with the Imola Green Team on a quarterly basis. The main activities concerned:

- ✓ Celebrating Earth Day, promoting activities carried out by employees and the company (adopting 3 beehives in the town of Imola to promote a bio-monitoring project, waste collection in city parks, digitization of company reporting forms as part of the "paperless" project, inauguration of the company's virtual market that promotes reuse and recycling, promoting sustainable activities and habits), internal workshops to share best practices when preparing cups of hot water for herbal tea, to avoid wasting water and energy.★

★: Declared objective for 2022



Sustainability Team and Green Team

- ✓ Sharing of knowledge related to environmental sustainability through the project "Did you know?" comprised of 6 practical pieces of information shared among employees via email and on company screens
- ✓ Promotion of the workshop "Living Green" that took place in June and July, in two sessions to allow shift workers to participate.

Employee Collaboration Team

An internal working group called the Employee Collaboration Team, comprised of non-managerial employees, is active in the company, with the goal of creating a space for their ideas, suggestions and points of view on transversal business issues including well-being, inclusion, improving work processes, internal procedures, and also, of course, sustainability.

In 2022, the Employee Collaboration Team held 4 meetings. They mainly concerned promoting activities aimed at improving the general well-being of employees in the company:

- ✓ Organization of the activity "Every woman is a story" aimed at telling stories of famous and everyday women who have had a significant impact on global and personal culture (e.g. employees who told stories of inspirational women)
- ✓ Organization of an event celebrating the company value "Open Minded and Innovative"
- ✓ Organization of an activity to strengthen knowledge of Gallup's "StrengthsFinder" business tool, to increase workers' awareness of their talents
- ✓ Collection of ideas and suggestions about possible activities to be implemented in 2023 within the culture project.

Doing Good Ambassadors

The company has always been very sensitive to the topics of solidarity and mutual help. To this end, "Doing Good Ambassadors" were established in 2021, internal figures who voluntarily offer to promote solidarity events and collect and propose ideas for projects or associations with which to collaborate.

In 2022, 2 meetings were held with the Doing Good Ambassadors on a biannual basis. 4 projects have been designed/started in collaboration with them:

- ✓ Support organizing the March 8 events including:
 - projecting a presentation on the company monitors that tells the stories of famous women, even from the Imola area
 - a walk together to a park where we read some of those stories together.

Doing Good Ambassadors

- ✓ Promoting solidarity activities in the company (solidarity purchases for Easter and Mother's Day, fundraising, etc.)
- ✓ Organizing a celebration of the International Day for the Elimination of Violence against Women - November 25: a member of the Ambassadors hand made red ribbons with production waste materials that all employees wore on that day, and all women were invited to bring a pair of red shoes to the company
- ✓ Proposals for 2022 Christmas projects and proposals for Doing Good projects for the following year.

Health and Wellness Project

As per the 2022 objective, through the materiality matrix, the Management identified the promotion of Health and Wellbeing as one of the 2022 strategic priorities. Although the health, well-being and safety of its workers have always been central issues for TeaPak, following the pandemic everyone acquired sempre more and more awareness of how important it is to take care of themselves and their families. For 2022, the company therefore developed a project in which the themes of Health and Wellness are central, structuring a multi-perspective path, in which the promotion of health and psychophysical well-being are analyzed, deepened and developed in relation to all the main areas of sustainable development: Governance, Environment, Workers, Community.

The project was successfully implemented, launching multiple activities and actions that involved the workers, the community and even the environment.★

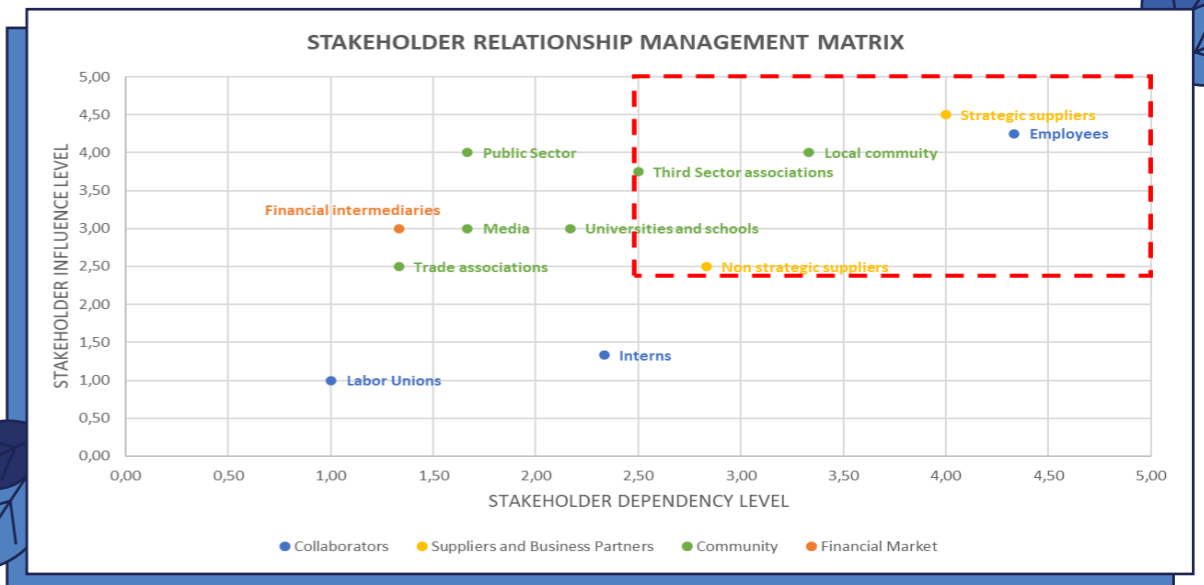
- ✓ Activation of the listening desk in the company, led by a psychotherapist, entirely funded by the company.★
 - Total ours utilized: **60**
 - Total employees who have used the service: **16**
- ✓ Postural training carried out by an accredited personal trainer for 100% of employees★
 - 2** Yoga sessions offered to 100% of employees★
 - 1** Workshop on the theme "Health at the table", offered to employees and the community, in collaboration with the Romagnolo Oncological Institute★
 - 1** internal training meeting to promote blood and marrow donation★
 - 1** internal training meeting on the opportunities (services and discounts) offered by the relevant health fund★
 - 1** evening hike in the hills of Imola, also open to friends and family.★

Stakeholder Engagement Project

The stakeholder engagement project was carried out by establishing a more accurate methodological structure, with the first step being an internal analysis of the most significant stakeholders, carried out through interviews. This analysis produced a matrix of stakeholders that maps the 2 variables of dependence and influence. This document constitutes the reference for:

- ✓ creating a network and involving specific stakeholders
- ✓ proceeding with the update of the materiality matrix.★

Stakeholder matrix:★



Materiality Matrix

In 2022, following the stakeholder engagement project, the structure of the materiality matrix was reviewed, and it was decided to create the actual questionnaire to be sent to the most significant stakeholders. Based on the data that will come from analyzing the responses to the questionnaires, the future materiality matrix will be developed.

- ✓ Stakeholder questionnaire
- ✓ List of stakeholders to send the questionnaire to.

Sustainability project for every department★

Each department presented a sustainability project to be implemented both inside and outside the company, during one of the internal workshops, sharing videos, photos, explanatory slides, etc. The realization of this project was included in the target sheets of all employees, and therefore also has an economic weight, demonstrating how much the company wants to sensitize all employees to the issues of sustainability by personally and actively involving all workers.★

100% of employees have contributed to the achievement of this target ★
105% Average % achievement of target ★

Doing Good Day offered by the company

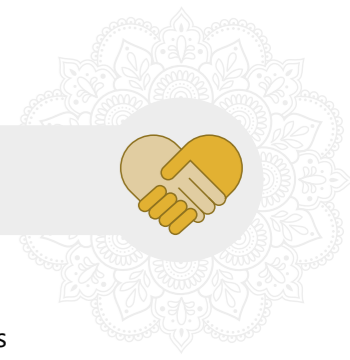
In order to promote solidarity activities, in 2022 the company gave each employee a full day of paid work to dedicate to volunteer activities. With this action, the company management wanted to show its commitment in the field of social sustainability and at the same time, bring employees closer to local associations, paving the way for collaborations that then continued beyond working hours. Given the economic and operational impact of such a decision, in addition to having a very significant effect on the community, this undertaking was fully a Governance decision.

700 hours of volunteer work paid by the company
98% of employees who participated
16 associations involved

Acquisition of Gender Equality certification (Feasibility plan)

Among the objectives declared for 2022 was acquiring the Gender Equality certification. After analyzing the European certifications in this area and their feasibility, the Management decided to focus on the certification according to the UNI/PDR 125:2022 standard. However, the "legal" guidelines for acquiring this certification were only outlined in the final months of the year, so the objective of acquiring the certification has been postponed to 2023. The acquisition of such a certification is certainly an action to protect workers, but it is fully part of a Governance activity as all company procedures and policies that can generate gender gaps in the work context will be audited.★

★: Declared objective for 2022



Community

The company is committed to supporting the local community in its evolution towards sustainability practices that guarantee respect for fundamental rights for all citizens, initiating projects and participating in volunteering and cultural activities, promoting inclusion and equal opportunities, and actively supporting the protection of the environment and the development of sustainable and safe cities through partnerships, networks and discussion tables with public and private bodies, associations, universities and other companies in the territory.

Solidarity activities

The company has always been active in the territory by promoting and participating in solidarity activities and projects of various kinds, collaborating with and supporting charitable associations and organizations. TeaPak employees are particularly sensitive to solidarity issues, and donate a significant portion of their time outside work to charitable and volunteer activities.

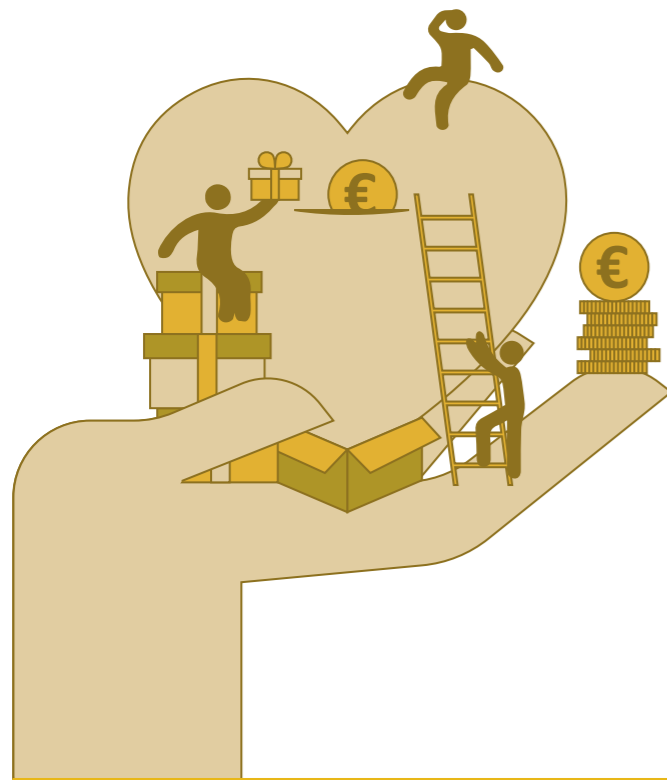
Starting in 2021, solidarity activities have been collected and documented in an annex to the company's Sustainability Best Practices, a document published on the company's website, which emphasizes how the various solidarity activities fit into the global macro-objectives of the UN 2030 agenda. The solidarity activities carried out by the company in 2022 can be grouped into 8 main categories:

- ✓ Financial donations for projects
- ✓ Solidarity Purchases
- ✓ Various material donations: production waste, herbal teas, in-house materials no longer in use but in good condition, extra and/or new food
- ✓ Volunteering: donation of time Promotion in the company of Solidary Events in the area

42 No. of solidarity activities carried out in 2022
98% Employees involved in solidarity activities
 € donated in the last year to Associations, Institutes, Onlus, etc.:
€20,790 TeaPak
€2,449 Employees
€43,000 EWTC Foundation
€13,270 Value of donated herbal teas
30 No. of associations involved in the initiatives
1,176kg Approx. of materials donated from the solidarity collections to territorial and pro-Ukraine associations
320,536 Approx. of total donated Yogi Tea / TeaPak products

Solidarity activities

- ✓ Adoption of fruit and non-fruit trees, in our territory and around the world, within a sustainable supply chain that directly supports the producer and their community
- ✓ Collaboration with local companies that involve children with physical and/or mental disabilities.
- ✓ Donation of herbal teas.



Main solidarity projects:

✓ Renovation of the Mothers' Room - Imola Public Hospital.

To support the Imola community, we have chosen to contribute €10,000, along with other Imola companies, to the construction of the "Mothers' Room", within the Pediatrics Department of the Imola Public Hospital. The room houses mothers and their newborns suffering from pathologies in the days after birth and aims to ensure as comfortable and welcoming an environment as possible to make the hospital stay more relaxing for new mothers and their newborns needing special care.

✓ Project, in collaboration with the EWTC Foundation, WOMEN'S COURAGE IS UNIVERSAL-PROJECT FOR WELCOMING UKRAINIAN REFUGEE WOMEN AND THEIR CHILDREN.

TeaPak, together with the EWTC Foundation, supported the Intercultural Association Trama di Terre in the project "Women's courage is universal", thanks to which 360-degree support (food, clothing, housing, psychological support, Italian courses, school integration, etc.) was provided to numerous Ukrainian refugee women hosted in Imola with their children.

Workshops and events

The company actively participates in round-tables, workshops and events organized by public and private bodies and/or other companies in the area, to discuss best practices, improvement projects, and actions to support workers and citizens, all in terms of improving health and safety, roads and mobility, sustainable construction, and addressing the issues of the culture of sustainability, the ecological transition and sustainable cities.

TeaPak took part in the following initiatives:

- First meeting with Table 81 on April 15, 2022
- In June 2022, TeaPak joined Table 81
- Second meeting with Table 81 on July 20, 2022
- Participated as a speaker in the 2022 safety week event "Communicating safety" on November 9, 2022
- Interviewed by the Safer Agency for the ROCK'N'SAFE channel to tell the story of TeaPak and share the code of ethics and the importance of human relationships, as well as trust and putting people first.

Workshops and events



• Two meetings were held in 2022 with the mobility area of the Imola territory with other companies, the Councilor of the Town of Imola, the Blue Area, and the Imola Futuro Civic Association in order to stipulate the urban projects to be carried out in the next three years and present a "Bike To Work" project to which to adhere, to encourage bicycles as a sustainable way to commute to work.

• Participation in the EU Transit project to analyze the habits of two chosen Italian cities (Imola and Parma) to verify the activities to be implemented at European, national and regional levels to encourage bicycle use.

• Organization of an informational supplementary training activity on first-aid techniques in the main health emergencies that could occur in the daily life of all TeaPak personnel. The course "First-aid techniques in daily life" was held in December 2022.

✓ On July 5 TeaPak organized an evening hike in the Vena del Gesso Romagnola area; the event was open to TeaPak employees as well as their friends and families. The hike was held with an expert Environmental Guide, who shared information about the topography of the territory, its characteristic flora and fauna, its geological history, etc. Through this event TeaPak has thus promoted knowledge of the territory and respect for the environment and its inhabitants at the community level as well.

✓ On September 10 the workshop "Health at the Table" was held, organized by TeaPak in collaboration with The Romagnolo Oncological Institute (IOR). The event took place in the company green area and employees were invited as well as their family and friends, that is, the community. During the event, two IOR researchers provided guidelines for healthy eating, supporting this information with data obtained from their own research projects. By opening the event to friends and family, TeaPak sought to create an opportunity to share best practices in the field of prevention and health, as well as present the IOR as a territorial excellence and thus lay the foundations for future collaborations for volunteer work by people not

Workshops and events



directly connected to the company.

- ✓ In May 2022, the company participated in the "Dare To Overcome" congress organized by the Religious Freedom & Business Foundation, in Washington DC, whose objective is to promote freedom of expression in relation to one's faith and culture of origin, in order to combat religious and gender discrimination. ★
- ✓ On May 17, the Director of Personnel and the Doing Good Ambassadors attended the inauguration of the Therapeutic Garden at Serra San Giuseppe, managed by the Santa Caterina Foundation. TeaPak contributed to the creation of this garden by donating part of the funds raised the previous year through a Global Charity Race. The garden welcomes people with social disadvantages and/or disabilities, who, through contact with the earth, flowers, scents and colors, find opportunities to develop hands-on skills as well as psychological relief. The garden has a sensory area and will also be open to the general public and to schools, thus representing the perfect example on the one hand of integration, and on the other of appreciating individuals' uniqueness. The inauguration event was attended by the public and religious institutions of the city of Imola as well as the local community.

Partnerships with public and private institutions and bodies

The company considers it fundamental to become active agents of change and of the generation of shared value, both locally and nationally, and is aware that to really activate profound change towards a more sustainable world, it is important to act in partnership with public and private institutions and bodies, universities and research institutions, and other virtuous companies. TeaPak therefore wholeheartedly participates in research activities and in-depth analysis of these issues.

TeaPak took part in the following initiatives:

- ✓ on 3 March TeaPak participated in the webinar held by IDEM - Unimore's startup for Gender Equality
- ✓ In December 2022, participation in the launch of the project "Equality Pathways" sponsored by the Town of Imola, where TeaPak brought direct testimony of how gender equality in the company is considered one of the fundamental pillars for the success of the business and for the well-being of workers.

Local suppliers

In order to promote the social and economic development of the territory, the company commits to purchasing local materials and products for freebies and company gifts.

90% Local suppliers

Internships and Collaborations with Secondary Schools and Universities

The company has started collaborations with the Secondary Schools present in the territory, as well as with the University of Bologna, to welcome young people in curricular or extra-curricular internships, promoting synergy between educational institutions and companies, and giving concrete tools to young people to promote their inclusion in the world of work.

- ✓ TeaPak has signed agreements with several departments at the University of Bologna and in 2022 welcomed a student carrying out an internship to write her thesis.
- ✓ TeaPak has signed agreements with several departments of the University of Bologna and in 2022 welcomed 2 students to carry out their postgraduate internships.
- ✓ In 2022 TeaPak hosted 2 students from a Secondary School in Imola to carry out their PCTO (Pathways for Transversal Skills and Orientation).
- ✓ For several years now, TeaPak has been welcoming students from some departments interested in getting to know the aspects of work organization, health and safety in the workplace, and quality management.
- ✓ On November 30, TeaPak participated in the orientation meeting for students of the Technical and Economic Institutes of Imola, Bologna and the surrounding area, in collaboration with the Metropolitan City of Bologna, organized within the Almafuturo project.
- ✓ On April 20, TeaPak participated in the Territorial Table organized by Confindustria Emilia to promote collaboration between PCTO course requests and first level apprenticeships, and companies willing to welcome students from Mechanical and Electrical Technical Institutes.





Workers

TeaPak has always believed that the true heart of the company is People and is committed to protecting workers by guaranteeing their fundamental rights, creating a collaborative and inclusive working environment, promoting people's value and self-realization through training and development, recognizing their talents, building an increasingly healthy and safe working environment every day, educating a broad and extended concept of well-being, supporting both workers and their families through the implementation of expanded welfare practices that include both tangible and intangible aspects, and continuously applying models of active participation of the workers themselves.

Activity	2022 Activity Status	Indicators
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Active participation Bottom-up approach

The company applies management dynamics with a bottom-up approach, considering the active participation of workers in company life to be fundamental. In fact, it is the workers themselves who experience the spaces, processes, and relationships every day and are therefore the best suited to make a fundamental contribution to continuously improve procedures, policy safety, the work environment, etc. The company has therefore been using an internal reporting system for several years relating to:

- ✓ Safety issues
- ✓ Tips for improvement
- ✓ Generic complaints

The company is so committed to raising awareness among employees on environmental issues and sustainability in general that it created an open communication flow with a bottom-up approach. This flow is managed and standardized through the use of green reporting, a digitized tool that employees can use to submit suggestions, activities and in general any thoughts aimed at improving sustainable practices in the company.

- ✓ Total number of reports as of 31/12/2022: 433, of which:
 - Food safety: 1 report, 100% implemented
 - Generic complaints: 4 reports, 100% implemented
 - Improvement: 208 recommendations, 94% implemented
 - Safety - Property Damage Incidents. 12 reports, 100% implemented
 - Safety - Injury, No First Aid & First Aid & Recordable. 7 reports, 100% implemented
 - Safety - Near Misses. 10 reports, 90% implemented
 - Safety - Potentially dangerous situations. 47 reports, 91% implemented.

In 2022, 74 recommendations were received about green improvements that the company could implement. Among these, 34 were immediately accepted and the corresponding action implemented in a short time; 29 did not find immediate direct feedback because they were already being resolved or for reasons related to processes; 7 were tabled for projects to be activated in the future. Compared to 2021, almost twice as many reports and recommendations were received, thus achieving the objective identified in the "Environment" area, which foresaw the number of reports collected greater than or equal to the previous year. ★

★: Declared objective for 2022

Activity	2022 Activity Status	Indicators
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Active participation Bottom-up approach

In order to increase the active participation of employees in solidarity activities, it became possible to submit "Doing Good" recommendations, in addition to those already present in the Safety and Green areas. ★
All reports and recommendations are analyzed and evaluated by the respective Reference Teams, and/or by the Management, and feedback is promptly given to the people who submitted them.

- ✓ Digitization project: in 2022, the company converted all previously paper-based reporting and recommendation forms into a digital format to reduce paper consumption in the company. ★
- ✓ 30 recommendations ★
Among these:
 - 28.6% have already been implemented ★
 - the folklore festival will be implemented in 2023. ★

Training

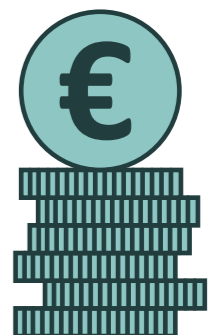
The company pays great attention to the enhancement and development of its personnel, and is aware that this occurs largely through training opportunities, technical or transversal courses, and on-the-job training. TeaPak therefore offers workers of all areas and levels the possibility to take part in these types of courses, according to an annual training plan that is fed and monitored through data and KPIs. At the same time, course satisfaction is monitored with a goal of continuous improvement.

- ✓ 4,205 hours (on-the-job, classroom, on-boarding, welcome kits, etc.)
- ✓ Workers in training: 100%
- ✓ Average course rating: 4.6 (min. 1 - max. 5)

Compensation policies: Severance pay

Workers have the possibility to request severance pay advances outside of the regulatory and contractual obligations: the company, in order to support employees who face significant expenses that weigh on their family budget, is willing to analyze and potentially accept requests for severance pay advances that go beyond the company obligations according to the following ceilings: up to €10,000.00 per month for all employees, up to €50,000.00 per year for all employees.

100% of the requests received were approved.



★: Declared objective for 2022

Compensation policies: Salary integration

The company has decided to recognize a percentage of salary integration on an hourly basis, equal to 5%, to all part-time contracted employees at the request of the company itself, for technical and organizational reasons. This integration is paid to those who work part-time on shifts for the hours performed only during the day shift.

Total hours paid with integration in 2022: 15,790 hours

This decision arises from two factors, one more objective, the other linked to people's well-being:

✓ The objective factor is that the company wants, on a completely voluntary basis, to compensate for those who work part-time, the half hour paid but not worked that the CCNL (National Labor Collective Agreement) provides for people who work full-time.

✓ The factor linked to People's well-being instead arises from the Management's awareness that doing a part-time job has a certain impact on a person's economy; therefore, the company, which still needs to have part-time workers for technical and organizational needs, wants to try to provide additional economic support for support people who have reduced working hours.

Compensation policies: Overtime

Since time flexibility is required for technical and organizational reasons, the company implements further policies in terms of wages to compensate for this flexibility.

Additional hours are paid at the same rate as overtime hours, i.e. 45% and not 15% as the CCNL would require.

Compensation policies: annual bonus

Over the years, the company has structured a system for awarding an annual bonus based on the achievement of both individual and departmental objectives.

100% of employees access the bonus award system.

Health and Safety

The company considers the safeguarding of its workers' health and safety to be of fundamental importance. This commitment is constantly pursued through the continuous improvement of working conditions and spreading a company culture emphasizing the safety and well-being of employees.

✓ REQUIRED training hours pursuant to the Consolidated Law, Legislative Decree 81/08: 727

✓ NON-REQUIRED safety training hours: 552

✓ Approximately 43% more hours of training were carried out than those required by law.

✓ Extra activities with respect to those required by law:

- Training course on the safe use of MAGNETS in the laboratory;
- Course on POSTURE and MANUAL HANDLING OF LOADS for all TeaPak workers;
- SAFETY DATA SHEET management course on the correct use of chemical agents;
- Information and training for workers on the correct DISPOSAL OF WASTE;
- Training course on the correct use of BLENDING EQUIPMENT;
- Update the company EMERGENCY TEAM (multiple sessions during the year);
- Using BASIC LIFE SUPPORT and DEFIBRILLATION (BLS-D) for lay workers;
- Training course on FIRST-AID TECHNIQUES IN EVERYDAY LIFE.



Company welfare



TeaPak is aware that the true heart of the company is the People, they are the ones who can really make a difference, and who, with their dedication and commitment, contribute to achieving company objectives and determine the organizational climate. In light of this knowledge that has always informed company management policies, TeaPak wants to promote the health and well-being of its People, as well as a harmonious and serene work environment. In order to achieve these objectives, TeaPak has developed and implemented over time an extended welfare system for employees, which takes into account not only concrete aspects such as economic and financial support, but also non-tangible aspects such as the attention and value of people, the promotion of a dynamic climate, and the creation of a pleasant and safe working environment. Since 2021, all welfare actions have been collected in an annex to the company's Sustainability Best Practices, a document published on the company's website, which emphasizes how the various welfare activities fit into the global macro-objectives of the UN 2030 agenda.

With great pride, TeaPak has won the prestigious national SME Welfare Index award (*) for three consecutive years, 2020, 2021 and 2022, which formally recognizes all the company's welfare actions implemented for employees.

(*) *The prize is awarded to "companies with a company welfare system characterized by a very significant level of initiative - both in terms of breadth and intensity - high management skills and economic-organizational commitment, in addition to significant social impact on the internal and external community of the company".*

- ✓ All the actions declared in 2021 remained active, in addition to these new actions activated in 2022:
 - enhancement of work-life balance services (laundry, car washing and repair, tire change, courtesy car) ★
 - activation of the listening desk ★
 - 1 internal workshop on the theme "Prevention and Health" ★
- ✓ We confirm 100% of employees have had access to welfare credit.

Organizational climate

The company monitors the organizational climate, as well as the perception of working life and the degree of worker involvement, through internal surveys and questionnaires such as the Global Engagement Survey and/or the Quality of Working Life.

2022 Global Engagement Survey Results: 4.46 (min. 1 - max. 5)

Team Building

The company organizes many team building activities to consolidate and enhance teamwork.

In 2022 the main team building events were:

- ✓ Celebration of 30 years of TeaPak, with yoga and a volleyball game for all employees
- ✓ Evening hike in the Imola hills
- ✓ Walk on the occasion of March 8 - International Women's Day
- ✓ Walk to the Imola circuit on the occasion of the L.I.L.T. solidarity event to which TeaPak donated herbal teas for all participants
- ✓ Company Christmas dinner
- ✓ Harvesting fruits from the local trees adopted by TeaPak, and then donating the harvest.

Diversity, Equity & Inclusion

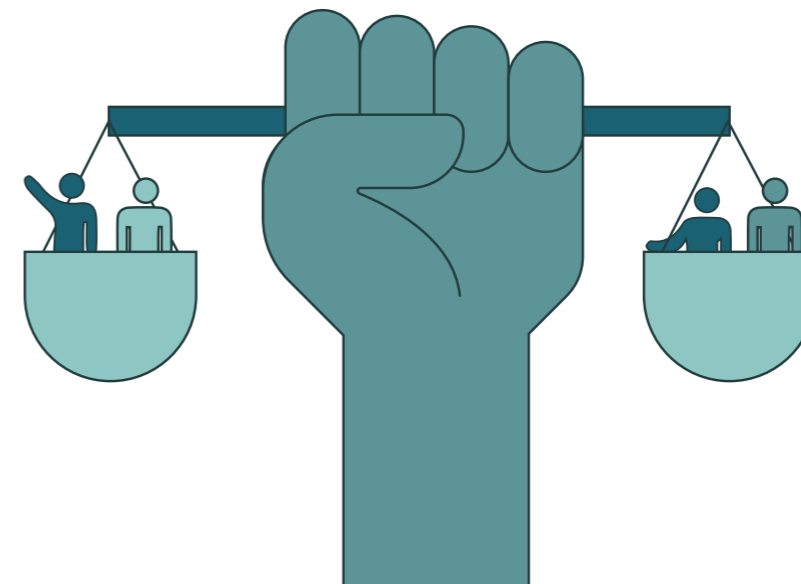
The company considers the topics of equal opportunities and inclusion to be central. For this reason, inclusion policies and projects are promoted, since a diversified workforce represents a great opportunity for growth and development for all.

As of December 31, 2022 these are the workforce data relating to gender and diversity:

- ✓ 52% F and 48% M
- ✓ The Steering Committee is composed of 5 Directors, 2 of whom are women
- ✓ Management is made up of 53% women and 47% men
- ✓ The company population is composed of 11 different nationalities, 6 religions and 8 languages.

The various inclusion projects carried out in 2022 include:

- ✓ Elaboration of the book "All TeaPakies As One" created thanks to the work of TeaPak employees who collected and shared personal experiences and general information, to draft a document that celebrates how different nationalities and religions enrich our community. The book can also be downloaded from the homepage of the TeaPak website, and a hard copy has been shared with all employees ★
- ✓ Projection on the company screens of slides relating to the holidays celebrated by minority religions present in the company ★
- ✓ Inclusion of the various religious holidays in the company calendar given free of charge to employees
- ✓ Celebration of March 8, International Women's Day
- ✓ Celebration of the International Day for the Elimination of Violence against Women, November 25.



Activity	2022 Activity Status	Indicators
Communication: Activation of the employees' reserved area on the website ★	<p>The increase in staff and the growing organizational complexity have highlighted the necessity to establish a communication channel that could reach all employees in real time, accessible via smartphone. To this end, an area reserved for employees has been activated on the company website that contains 3 macro areas: news, documents, and surveys/participation in events, in turn attributable to different company areas: IT, Quality, HR, Safety, and Sustainability.</p> <p>A space dedicated to internal training course recordings has also been created, so that they can be seen by people who could not attend the event.★</p>	<ul style="list-style-type: none"> ✓ More than 30 communications have been published in the reserved area ★ ✓ 16 recordings uploaded ★

Health and Wellness Project	<p>Within the annual "Health and Wellness" Project, multiple activities have been activated to improve workers' psychophysical well-being.</p>	<p>See Governance section.★</p>
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Project to enhance services integrating work and private life ★	<p>Following a questionnaire administered to all workers in 2022, the company identified some additional conciliation services to implement and carried out a feasibility analysis.★</p>	<p>All the foreseen services have been activated:</p> <ul style="list-style-type: none"> ✓ car wash service and repairs★ ✓ tire change service★ ✓ ironing/laundry service★
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1 additional day of vacation offered to all employees for their birthdays ★	<p>Because of the excellent results achieved by the company in 2021 in all areas, the Company Management decided to offer all employees 1 additional day of paid vacation to be used in 2022, on the occasion of their birthday, with the goal of promoting psychophysical well-being, rest and self-care.★</p>	<p>100% of employees have taken advantage of the additional paid day off.★</p>
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★: Declared objective for 2022

Suppliers



The company is committed to involving suppliers in development paths towards sustainability, through sharing projects and best practices, as well as evaluating suppliers based on variables directly connected to the fundamental axes of sustainability (respect for workers' rights, green practices, respect and involvement of minorities, possession of ethical, environmental certifications, etc.), arriving at the choice, when possible, of the most virtuous ones in this regard.

Activity	2022 Activity Status	Indicators
Selection of suppliers	<p>TeaPak has updated the supplier selection form, in accordance with Directive 231, collecting information on suppliers' eco-sustainability (SA 800 certification; ISO 14001; FSC; PEFC etc.) and by assigning a specific score.</p>	<p>100% of suppliers are evaluated according to ESG criteria.</p>

Origin	<p>All things being equal in terms of performance guaranteeing the continuity of the supply chain, the company uses packaging material suppliers whose geographical location is closest to the production plant. When it is not possible to comply with this requirement, the company ensures that transport is optimized, both in terms of the number of trips and the percentage that vehicles are filled.</p>	<p>Numerically, 65% of packaging material suppliers are located within a 300 km radius.</p> <p>In terms of invoicing, in 2022, 89% of the packaging materials purchased came from suppliers located within 300 km of the company.</p>
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Adherence to the Company's principles

In 2022, the updated L231 notice, code of ethics, sustainability best practices, sustainability policy questionnaire, and code of conduct were sent to suppliers who had not been included in the previous year's dispatch, with the request to read, compile and accept these procedures, as well as report any ongoing sustainability projects from which a partnership might arise.

- ✓ The documents were sent to all suppliers that make up 90% of purchases in terms of invoicing.
- ✓ % of suppliers who have adhered to the policies and values promoted by the company (code of conduct, L231 and sustainability questionnaire): 58%

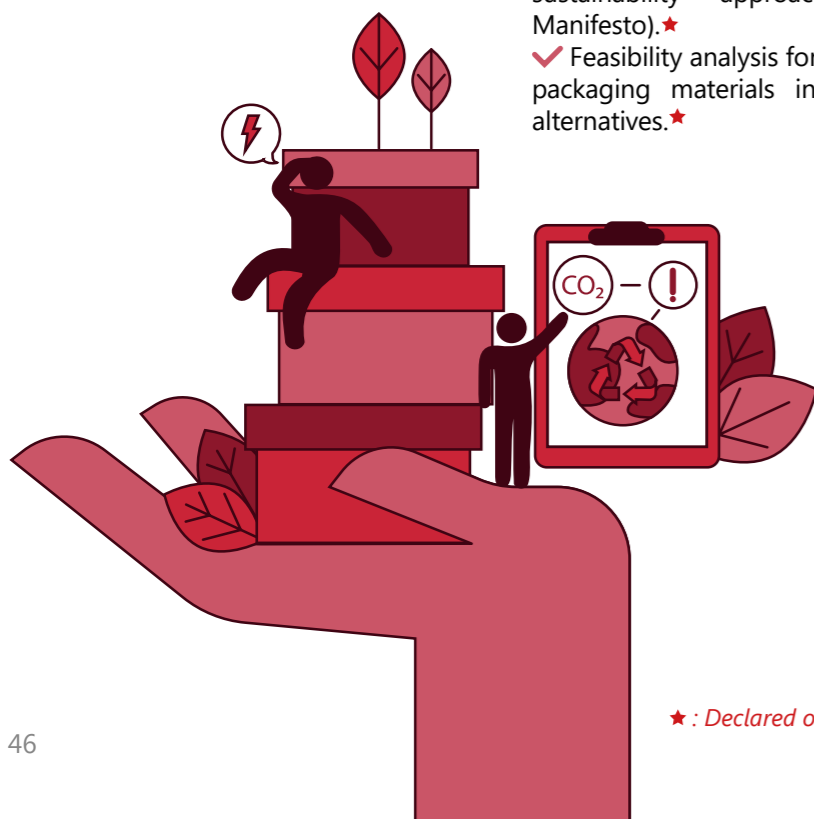
Stakeholder Engagement - Suppliers

TeaPak is committed to promoting the engagement of its stakeholders, specifically packaging material suppliers, by promoting activities aimed at increasing their participation and sharing company values related to sustainability:

- ✓ Open day with strategic suppliers of packaging materials.
- ✓ In order to create an open communication flow with suppliers of packaging materials, the company commits to organizing an educational and informative event, in which to encourage stakeholders to participate and, at the same time, share both the company strategy (Vision, Mission, Pillars, Values) and sustainability approach (Global Manifesto).★
- ✓ Feasibility analysis for converting packaging materials into greener alternatives.★

✓ In 2022, TeaPak conducted an Open Day with two of the main suppliers of packaging materials: Polypack (envelopes and tags) and Cartotecnica Jesina (boxes), which took place in May 2022 and November 2022 respectively.★

✓ Leveraging the experience of the supplier and the skills brought to the Team with the introduction of the Sustainable Packaging Specialist, TeaPak has started to convert two packaging materials into more sustainable alternatives.★



★ : Declared objective for 2022



Environment

The company is committed to applying policies and procedures that minimize environmental impact to all processes -- not only production -- and that promote good recycling practices and energy saving, mainly selecting materials from sustainable supply chains and simultaneously spreading the green culture through workshops and projects both internally and in collaboration with the local community.

Responsible Purchasing

The company has a GPP (Green Public Procurement) policy summarized in the "best practices" document published in order to establish a series of guidelines to consult before concluding a company purchase, regardless of the economic value of the purchased asset.

✓ In 2022, the new edition of the document "Sustainability Best Practices" was issued, which introduces 25 new sustainable practices in the company, bringing the total number of activities to 120.

In addition, TeaPak only procures from paper mills and/or converters who work with FSC certified paper mills and commits to purchasing only GOTS certified cotton yarn (<https://global-standard.org/>)

✓ 100% of the total used cotton thread purchased is certified GOTS.

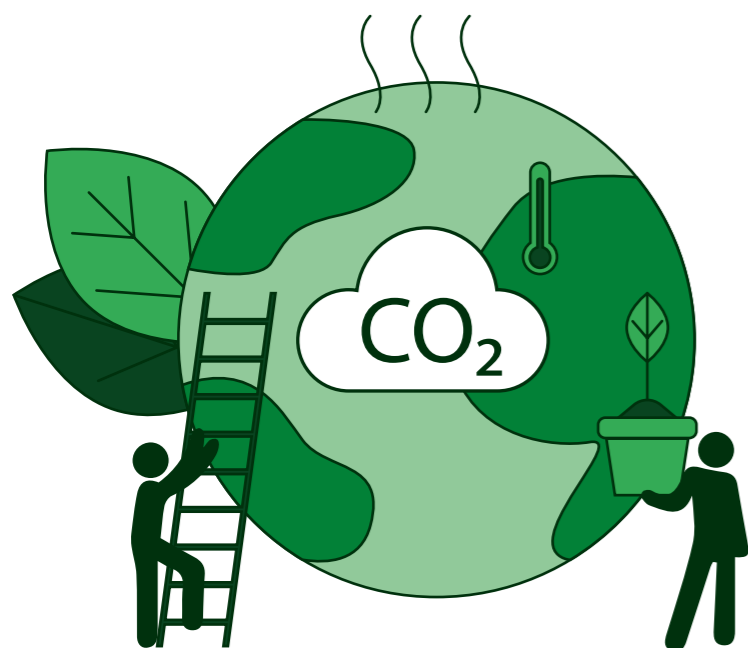
Finally, the company pays close attention to buying office supplies that have a low impact on the environment:

- ✓ Use of non-bleached and Eco Label certified recycled paper for printers
- ✓ Purchase of Blue Angel certified regenerated toners for departmental printers
- ✓ Use of rechargeable batteries
- ✓ Selection of recyclable and/or eco-sustainable materials both for the objects provided to employees to carry out their work and recreational activities (stationery, garbage bins, coffee cups and stirrers, etc.), and for the choice of gifts for employees (mugs, baskets, t-shirts, hats, neck warmers, etc.)
- ✓ Purchase of cleaning products with ecological/low environmental impact alternatives
- ✓ Use of hand wipes in recycled material
- ✓ Reduction in the use of disposable polypropylene gowns in favor of reusable cotton gowns
- ✓ Migration of company servers used to manage our website to a bioagricert Green Cloud Certified® data center.



Activity	2022 Activity Status	Indicators
Sustainable product	<p>The company is committed to producing only 100% organic finished products. ICEA guarantees custody of the supply chain through semi-annual audits, verifying compliance with existing European legislation on organic production.</p> <p>Although it is not responsible for the purchase of raw materials, the company undergoes regular inspections in order to ensure the custody of the supply chain according to the "Rainforest Alliance" standard.</p>	<ul style="list-style-type: none"> ✓ No. 2 audits carried out in 2022 ✓ The ICEA certification has also been confirmed for 2022. ★ ✓ As per regular procedure, no on-site audits were carried out in 2022 for the "Rainforest Alliance" standard, but TeaPak supported the Yogi Tea GmbH team in carrying out the documentary audit on the purchase process. The certification has been confirmed. ★

Emissions



<p>The company has worked with a specific consultant to conduct an analysis on the greenhouse gas emissions related to its products/services to better understand its starting point, necessary to define a concrete and proactive sustainability strategy. Furthermore, TeaPak constantly monitors the emissions produced by Scope 1 and 2, trying to define the relevant objectives.</p>	<ul style="list-style-type: none"> ✓ For the year 2022, a new measurement of total European emissions has not been finalized, so the data for the year 2021 remain in force, i.e. total European emissions (Imola + Hamburg): 36,200 tons of CO2. ✓ As for the year 2022, the total tons of CO2 consumed (Scope 1) in relation to energy consumption was 0.5 t. As for the specific tons of CO2 consumed for scope 2, considering the certifications associated with our contract with the supplier (EKO energy and Certificate relating to procurement with guarantees of origin) it is stated that our electricity consumed is all derived from renewable sources, so in this case, the value is zero. ✓ There are six emission points in the atmosphere and below are the data from the data collected on November 28, 2022: <ul style="list-style-type: none"> • E01 0.65 mg/Nm3 (6% of the limit of 10 mg/Nm3) • E02 1.22 (12% of the limit of 10 mg/Nm3) • E03 0.73 (7% of the limit of 10 mg/Nm3) • E04 1.15 (11% of the limit of 10 mg/Nm3) • E05 0.79 (8% of the limit of 10 mg/Nm3) • E06 0.76 (8% of the limit of 10 mg/Nm3).
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★ : Declared objective for 2022

Activity	2022 Activity Status	Indicators
Carbon Footprint	<p>In order to pursue the global objective of reducing greenhouse gas emissions and thus reduce the environmental footprint TeaPak generates, following a specific analysis conducted by a third party, the company has committed to:</p> <ul style="list-style-type: none"> ✓ Create working groups based on role and area of expertise. ★ ✓ Implement projects with stakeholders to increase the chances of reducing the environmental impact of the supply chain and/or company processes involving material produced for TeaPak. For the purposes of this project, initially TeaPak will only involve suppliers of packaging materials. ★ ✓ Circular economy project with one of the main suppliers of packaging materials. ★ ✓ Participating in the "CONAI Ecodesign 2022" contest. ★ ✓ Including a Sustainable Packaging Specialist in the staff. ★ 	<ul style="list-style-type: none"> ✓ Within the creation of a global Carbon Footprint Working Group, two specific groups have been assigned to TeaPak that study greenhouse gas emissions reduction in relation to packaging materials and in relation to plant and production processes. ★ ✓ In 2022, the stakeholder for the pilot project (Cartotecnica Jesina) was chosen and an engagement process was started that will kick off in 2023. ★ ✓ Thanks to the circular economy project, in 2022 envelope and tag spools were reintroduced into the production process, totaling more than 2,600 kg of cores, previously destined for paper disposal. ★ ✓ Thanks to the redesign of the outer carton of the line intended for large-scale retail, TeaPak has won the 2022 CONAI Ecodesign packaging award. This prize was awarded for the introduction of a higher % of recycled paper in the product in question, going from 56% to 79%. ★ ✓ In June 2022, a Sustainable Packaging Specialist was hired indefinitely, who will be involved in projects aimed at reducing the carbon footprint globally. ★

Energy consumption

<p>The company procures energy exclusively from renewable sources and low-impact renewable sources and holds Green Certificates provided by the supplier.</p> <p>In addition, TeaPak has installed charging points for electric cars in the company parking lot to further limit its environmental impact.</p> <p>In 2022, a study was carried out on the feasibility of expanding the photovoltaic system on the roof of the plant. ★</p> <p>In 2023 we will monitor potential incentives appropriate for our company. ★</p>	<ul style="list-style-type: none"> ✓ 100% energy purchased/produced from renewable sources ✓ Monitoring electrical consumption and identifying the KPI in electrical consumption (kWh) required to produce 1,000 teabags. KPI defined for the year 2022: 1.91 kWh/1000 tbgs. KPI as of December 31, 2022: 2.15 kWh/1000 tbgs. The target is in any case considered to have been achieved because in mid-2022, we went from 24 working hours to 15, with a consequent reduction in energy efficiency ✓ Nr. 2 charging points for electric cars ✓ EKOenergy Certificate ✓ Supply certificate with Guarantees of Origin
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★ : Declared objective for 2022

Activity

2022 Activity Status

Indicators

Waste management

The company recycles paper, cardboard, plastic and glass according to standard procedures. It uses a visual method (Kanban) with signs indicating the correct disposal via waste sorting by employees. The aim is to encourage employees to dispose of these types of waste properly. The only waste that is currently disposed of directly by the municipal management body is glass, which is collected in a bin set up in the company canteen of the office building and wood, which is stored in the external disposal area. The other three types of waste described above are disposed of with an authorized external company. In 2022 the company carried out a reclassification of all waste in order to properly dispose of it. To date, 2 out of 23 types of waste are disposed of directly in landfills while all others are recovered in the form of material and/or energy.

TeaPak provides an information and collection point to help all employees correctly dispose of some special types of waste. On at least a biennial basis the company monitors the composition of the undifferentiated portion of company waste through a commodity analysis. From the analysis carried out, an improvement plan is drawn up in order to reduce, if not by weight at least by type, the amount of undifferentiated waste material disposed of.

- ✓ 68% of waste recycled out of the total produced
- ✓ In the information and collection point for special waste, the following are collected:
 - Used batteries
 - LED light bulbs
 - Spray cans
 - Plastic caps (donated to the Cefa voluntary association)
- ✓ Commodity analyses aim to qualitatively and quantitatively evaluate the undifferentiated portion of waste products. From the analysis of the content of the "undifferentiated" quota, it emerged that TeaPak has improved year after year in the correct execution of waste sorting. In particular, in the analyzed content, the actual undifferentiated waste amounted to 94.72% in 2022 compared to 92.41% in 2021. Therefore, the percentage of recoverable materials went from 7.58% (2021) to 5.28% (2022). The results of the 2022 analysis involved the classification of 2 new types of waste to identify their correct destination and therefore further improve the undifferentiated collection in TeaPak.



Adoption of beehives

Adoption of beehives in the territory and study on the feasibility of joining a project to transform the site into a biomonitoring area.

2 beehives adopted

Activity

2022 Activity Status

Indicators

Reuse of goods

The company supports and encourages reusing items in good condition, including through an exchange market active on company social networks, including:

- ✓ Books: employees can bring used books into TeaPak instead of disposing of them, so that other employees can enjoy them
- ✓ Used clothing: twice a year, TeaPak collects clothing that is then donated to a charity where it is reused
- ✓ Wooden pallets: no disposal but sold for reuse

- ✓ Production waste donated to schools to be used as materials for art laboratories.

The company library currently has 332 books and magazines.

1,176 kg of clothing collected and then donated.

In 2022, 1,554 pallets that could not be used in the production process were sold, which would have otherwise been destined for disposal. 360 kg of material donated.



Canteen

The company adopts a lacto-ovo-vegetarian diet for the company canteen, through which it ensures a lower annual environmental impact. In addition, the company commits to reducing the amount of waste resulting from the use of this service through concrete actions:

- ✓ Eliminating single-dose condiments, making traditional bottles of oil/vinegar and salt/spices available to employees
- ✓ Canteen meals for external guests as well
- ✓ Donation of any leftovers to volunteer associations
- ✓ Possibility, in case of unplanned absence (illness and/or unforeseen personal issues), to cancel your meal until 8.30 am, thus avoiding waste
- ✓ Purchase of reusable water bottles for all employees, to be filled during their work shifts
- ✓ Use of fully recyclable paper placemats during meals
- ✓ Promoting the use of installed fountains for filling water bottles, in order to discourage the purchase of plastic water bottles
- ✓ Elimination of disposable cutlery and cups, even for shift workers, to reduce the amount of waste produced.

✓ CO₂ saved with the vegetarian canteen in 2022 (with 16,222 meals served) :

Carbon footprint (Kg CO₂) **-15,120**

Ecological footprint (m² land) **-166,851**

Water footprint (liters H₂O) **-10,941,228**

Animal lives saved **+3,892**

Disposable cutlery saved **3,762**

Disposable cutlery packaging pieces saved **1,703**



Activity	2022 Activity Status	Indicators
Transport	<ul style="list-style-type: none"> ✓ The company is committed to restricting company travel to reduce the impact of the fuel used and the pollution that results from it ✓ Compensation fees for air travel ✓ Encourage carpooling among employees ✓ Possibility of purchasing bicycles and train passes through Company Welfare ✓ Working remotely for employees with a compatible job. 	<ul style="list-style-type: none"> ✓ In 2022 the company committed to reducing intercontinental flights in terms of frequency and the number of travelers, replacing them with as many online meetings as possible (1 global meeting in September in the US, completely converted online for TeaPak employees; and 1 global meeting in June in Germany, which only one TeaPak employee attended, instead of 2) ✓ In 2022 the company compensated 100% of the air travel carried out by employees of the Imola headquarters, for a total of about 31 tons of CO₂. ✓ 47% of employees have carpoled at least once ✓ Total remote work hours performed in 2022: 5,483 ✓ Total km saved: 24,893

Environmental Management	In April 2022 TeaPak was UNI EN ISO 14001 certified, creating an Integrated Health, Safety and Environmental Management System.★	ISO 14001 certification obtained.★
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Environmental impact monitoring	TeaPak monitors its performance in terms of resource consumption and waste production in a timely manner through data collection and its subsequent processing in a company dashboard, from which performance indicators and improvement targets for subsequent years are gathered.	<p>For the year 2022, the following data were recorded:</p> <ul style="list-style-type: none"> ✓ Electrical consumption = 2.15 KWh/1000 tbgs ✓ Water Consumption = 3,036 m³/1000 tbgs ✓ Waste = 0.28 kg/1000 tbgs
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Mobility Manager	In terms of the type of transport used for workers' commutes, the company's Mobility Manager issues a Home Work Travel Plan (HWTP) every year, in which an analysis of the current state of affairs and future plans is carried out. It should be noted that to date, from the urban point of view, TeaPak's location is not well served by a bus line, there is no pedestrian or bike path, and the train station is about 4.5 km from the headquarters.	<p>2022 indicators from the Home Work Travel Plan:</p> <ul style="list-style-type: none"> ✓ It is estimated that TeaPak employees travelled 475,200 km in one year (in 220 working days) for their commutes. ✓ 70% of employees use their personal car as the only means of transport. ✓ 30% use both cars and other means of transport.
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★: Declared objective for 2022

Activity	2022 Activity Status	Indicators
Mobility Manager	In 2022, the Mobility Manager was appointed and the new Mobility Management agreement with the Municipality of Imola (BO) was signed in order to participate in the Bike to Work project in 2023.	
	In the company parking lot, two special coverings have been created for bike and motorcycle storage.★	

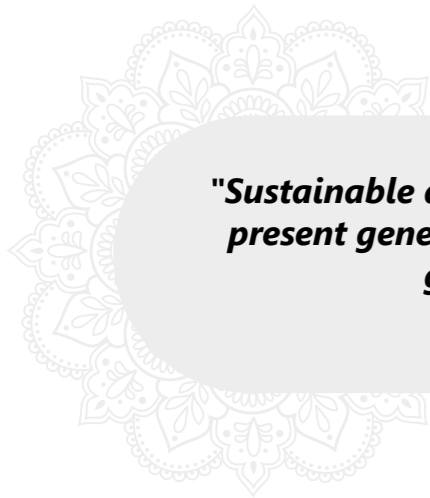
Management of water resources	<p>The company monitors and records its water consumption weekly, divided by:</p> <ul style="list-style-type: none"> ✓ Office buildings ✓ Plant Fire-fighting ✓ Outdoor green space ✓ All sinks are equipped with motion photocell sensors to avoid waste; in addition, the toilets are equipped with dual-flush buttons to reduce water consumption. Since 2022 the company has not considered the indicator of water consumption by 1000 tbgs produced to be representative, so water consumption is reported in cubic meters. The numbers suggest that water consumption is higher in the summer/spring period to irrigate the outdoor green space; thus, rain sensors have been installed in the irrigation system in order to avoid wasting irrigation water when it is not necessary. 	<ul style="list-style-type: none"> ✓ Water consumption = 3,036 m³
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★: Declared objective for 2022

FOCUS: UN 2030 Agenda

It is now known on a global level that if we want to guarantee a future to our Planet and to generations to come, everyone, from the individual to the Greatest World Powers, must commit ourselves to realizing development that is truly SUSTAINABLE:



"Sustainable development is capable of meeting the needs of the present generation without compromising the ability of future generations to meet their own needs."
1987 - Brundtland Report

The UN has defined a blueprint for sustainable development with 17 specific objectives within the 2030 Agenda:



These 17 objectives also constitute the main guidelines for structuring and implementing TeaPak's sustainable development. TeaPak is therefore committed to pursuing these objectives in its daily business activities, in its relationship with its employees and with the local community, and in solidarity and welfare activities, driven every day by the belief that great results can be achieved only by starting to implement small everyday gestures.

Our 2023 improvement goals

In order to pursue and achieve the common good objectives identified, TeaPak has set improvement goals to achieve in 2023, with the aim of contributing to and positively impacting the following Sustainable Development Goals:



TeaPak s.r.l. SB • Imola



Governance

Stakeholder engagement and materiality matrix: we will send all primary stakeholders in the different areas of impact a questionnaire to map which areas of action are priorities for them in terms of sustainability actions. Based on the data we receive, we will produce the new materiality matrix and identify the strategic priorities for the coming years.



Acquisition of the Gender Equality UNI/PDR 125:2022 certification: after the feasibility plan carried out in 2022, the goal of 2023 is to acquire the Gender Equality certification. The certification process will explore a variety of business areas in order to certify best practices and set up an improvement plan for the areas that are less performing from the point of view of the gender gap in the workplace.



Culture Project: the common thread in 2023 will be the theme of Culture - Food for thought. The theme was chosen to honor our Vision (Uplift Humanity by Serving Body, Mind and Spirit while Healing our Planet), that is, having focused on psychophysical well-being last year, we want to focus on our mind in the new year. At the same time, even though we have emerged from the pandemic, there have been many other concerns in our lives (war, high utility bills, etc.) , so the company management wants to implement a project that allows us to concentrate on the beauty that surrounds us, raising our attention from everyday concerns, and the only way to focus on beauty is to feed our minds with culture.



Company communications analysis project: we are aware that the impact of communication is increasingly significant as business complexity and context increase, so in 2023 we will carry out an analysis of company communications in terms of: content, channels, target audience, impact, effectiveness, consistency. The outputs of this project will be:

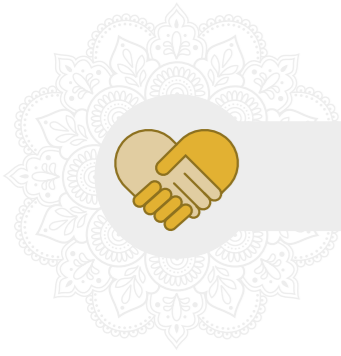
- ✓ definition of communication flows in terms of consistency and effectiveness between content, channel and target audience
- ✓ definition of the approval process and relative responsibilities
- ✓ creation of company guidelines relating to formats, company colors, etc.



Project fostering health in companies promoted by the Region of Emilia-Romagna: participation in the project organized by the Region of Emilia-Romagna, sponsored by the AUSL (Local Health Authority) of Imola (BO), with annual reporting through reports and photographic documentation/leaflets of the actions implemented to promote a healthy lifestyle and marked on the well-being of each individual worker as per the Prevention Plan ("Costruiamo Salute" - Let's Build Health).

Sustainability target for Team Leaders, Managers and Professionals: for the year 2023, a sustainability objective will be included in the target sheets of Team Leaders, Managers and Professionals, and it will be linked to a cash prize. The objective will be concretized in the creation of company knowledge of successful case studies in the field of sustainability and circular economy, ideally from our territory. The identification and sharing of these experiences of excellence creates a culture of sustainability, can give rise to innovative ideas for our company and can generate ideas to create synergies with other companies.





Workers and Community



DE&I. Promoting inclusion through:

- ✓ In March 2023, organization of a sharing session managed directly by TeaPak employees about the religions currently present in the company
- ✓ Planning an "Education & Empowerment" meeting dedicated to "DE&I", in which TeaPak employees share their firsthand experiences
- ✓ TeaPak will participate in the REDI Index: Corporate Religious Equity, Diversity & Inclusion Index for 2023 as well.

Raising awareness against gender-based violence and promoting gender equality:

- ✓ Celebrating International Women's Day and the International Day for the Elimination of Violence against Women
- ✓ Planning an "Education & Empowerment" meeting dedicated to "Gender Equality Policy and Grievance Mechanisms" (Gender equality manifesto, abuse reporting mechanisms and related module, Commission, etc.)
- ✓ Promoting the traveling photographic exhibition "Hands of women"
- ✓ Female empowerment courses: in line with the year's theme of "Culture", but also to strengthen TeaPak's commitment to promoting gender equality and female self-determination, by 2023 we foresee the implementation of female empowerment courses, aimed primarily at women in the production departments, and to be extended, possibly later, to all women in the office area.



Activities for workers and their families within the "Culture - Food for Thought" Project:

- ✓ internal workshops to exchange passions, knowledge, etc.
- ✓ Art workshops for adults and children
- ✓ visits to cities of art
- ✓ possibility of winning tickets to attend cultural activities (cinemas, theatres, etc.)
- ✓ scholarships
- ✓ internal training on sustainability culture, DE&I issues and interculture
- ✓ tickets to visit attractions in Imola.



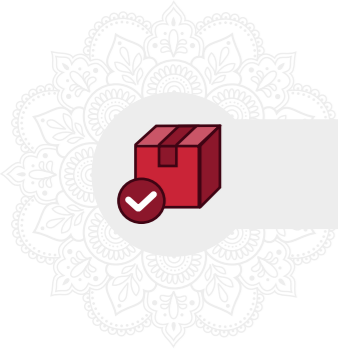
Activities involving workers and the community:

Joining the "Bike To Work" project organized by the Town of Imola (BO) in 2023, increasing the number of workers who commute by bicycle.

Activities and events involving the Community:

- ✓ organizing a cultural event, but with solidarity purposes, open to the public
- ✓ contributing to local associations that involve the public in events promoting local customs but that, at the same time, advance and enhance intercultural exchanges with other countries in the world
- ✓ realizing a company team building activity in partnership with a local sports association that, in addition to their own excellence, is also very active in terms of community service (afternoon homework help, summer centers, etc.). This activity could lead to collaborations for new service.



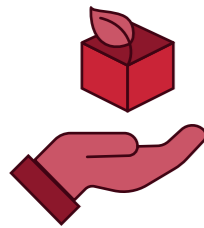


Suppliers

Stakeholder engagement project - suppliers.

Specifically, with the box supplier:

- ✓ The supplier adopting at least 1 best practice chosen from those currently in place in TeaPak
- ✓ Creating a network of key sustainability consultants (waste advice, carbon footprint measurement)
- ✓ Support from TeaPak internal resources to improve waste and energy management (HSE Team)
- ✓ Supplier support to develop more sustainable packaging.



Environment

Carbon Footprint

In order to pursue the global objective of reducing greenhouse gas emissions and therefore reducing the environmental footprint TeaPak generates, following a specific analysis conducted by a third party, the company is committed to:

- ✓ Creating a road map for each of the working groups, with a strategy for the 50% reduction of CO₂ emissions by 2030, including the identification of concrete actions to be carried out
- ✓ Training to use a customized tool that measures potential emission reductions with product and process implementations and improvements
- ✓ Standardizing the data collection process to measure the carbon footprint, considering the next measurement at the global level (exp. 2024 or 2025)
- ✓ Implementing projects aimed at reducing CO₂ emissions, specifically in the packaging materials area in 2023:

- *Converting the current envelope into a recyclable alternative in paper (end of life improvement)*

Reducing the weight of the boxes (reduction of resources)

- *Increasing the % of recycled cardboard in the shelf ready cases of the CHOICE line (resource recovery)*

- ✓ Feasibility study of projects aimed at reducing CO₂ emissions, specifically for the facility & manufacturing area in 2023

- *Compensation for all business trips, including those by means other than air that are currently compensated, and including transfers on wheeled vehicles of all colleagues from foreign locations who will travel to TeaPak in the year 2023*

- ✓ Creating the figure of the sustainability ambassador.



Sustainable procurement

- ✓ The company is committed to starting a conversion process, for the purchase of work clothing in GOTS certified cotton; for the year 2023, the specific goal is to convert all summer knitwear.





Environment



Resources and waste management

- ✓ Recovery of waste materials from the production process, in order to guarantee better recycling (glassine labels - waste reduction).
- ✓ Recovery of PPE disposed of in the company by bodies specialized in resource recovery (waste reduction, circular economy).
- ✓ Verifying the possibility of creating new circular economy projects with companies that carry out recycling of some types of waste.
- ✓ Studying the feasibility of using the waste management part of the new maintenance software, in particular by verifying authorization certificates/ simultaneous authorizations at the moment of pickup by all our suppliers (carriers and recipients).

Digitalization of company documentation

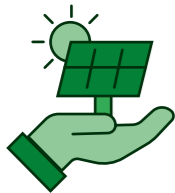
- ✓ Converting the checklists used in the production departments currently on paper into paper-free versions for archiving and auditing purposes.
- ✓ Feasibility plan for dematerialization of HR documents.



Company certifications in the environmental area

- ✓ Maintaining current certifications (ICEA + RFA + ISO 14001)
- ✓ Obtaining Fairtrade certification as an additional entity of Yogi Tea GmbH.

Green reporting: the company commits to evaluating the green reports and recommendations received from employees, with the aim of maintaining a continuous improvement plan (green reports rejected = max 30% of the total reports received) and constant monitoring of the relevant process (characterization of the reports received).



Environmental Impact Monitoring: feasibility study for the implementation of photovoltaic systems and for energy self-sufficiency.

Mobility Manager:

- ✓ In 2023 the company will carry out a feasibility study in order to build charging zones for electric bicycles for workers
- ✓ Proactive participation in the Bike To Work project in light of the realization of bike lanes by the Town of Imola.





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