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DELICIOUS 2022 SUSTAINABILITY REPORT

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“2022”

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WE NEED TO MAKE RESPONSIBLE CHOICES FOR OUR FUTURE

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Some have called it the “perfect storm”, some “Polycrisis” (Nouriel Roubini, Stern School of Business - New York University), some “confluence of calamities” (Kristalina Georgieva, International Monetary Fund). It is a snapshot of the present time, one in which the climate emergency intersects with other crises: the war in Europe, inflation, geopolitics, migration... An extremely complex scenario, for which good intentions alone are no longer enough. Studying complexity and transforming it into an opportunity to act is what has guided Delicius over the years and charts the path we intend to follow. A serious, consistent commitment that puts all excuses aside. Sensitivity for people and the planet, experience, scientific research and technology will be the pillars guiding our innovation and investments in the coming years, in order to put in place concrete and measurable actions that show the transparent picture of our way of doing business.

**Enjoy your special canned fish! Eat healthy and live well!**



## Our figures

# 49

**YEARS OF BUSINESS**  
Delicious was founded in 1974 in Parma, the heart of Italy's canning tradition.

# 2

**BRANDS**  
Delicious and Marechiaro, aimed to different market opportunities.

# 32.402\*

**CHECKS AND ANALYSES**  
To guarantee the safety and wholesomeness of the product. \*The figure refers to the Anchovy family.

# 5

**RESEARCH LABORATORIES**  
And analyses, where our products are carefully tested and verified throughout the whole process.

# 223

**EMPLOYEES**  
Including direct staff at the Parma site and staff employed by the associated company based in Lezhe (Albania).

# +5%

**TURNOVER**  
Compared to 2022. With a turnover of 50 million Euro, Delicious achieved 9% of its turnover abroad.

# 5

**PRODUCTION PLANTS**  
Controlled through our direct staff, and an integrated management system between the various plants.

# 23.393.679

**PACKS SOLD**  
In one year, in the categories of Anchovy Fillets, Anchovy Paste, Mackerel Fillets, Sardines, Shrimps, Clams and Tuna.

## Governance

Delicious is a family company and the "family quotient" finds expression in the board of directors, which, in cooperation with the management, defines guidelines and objectives. Sustainability, besides being formally guaranteed in the boardroom, has become an integral part of Delicious' way of doing business. The Board of Directors is also gender balanced (50% women, 50% men). An amendment to the articles of association is being studied in early 2023 with the aim of making Delicious a Benefit Company.

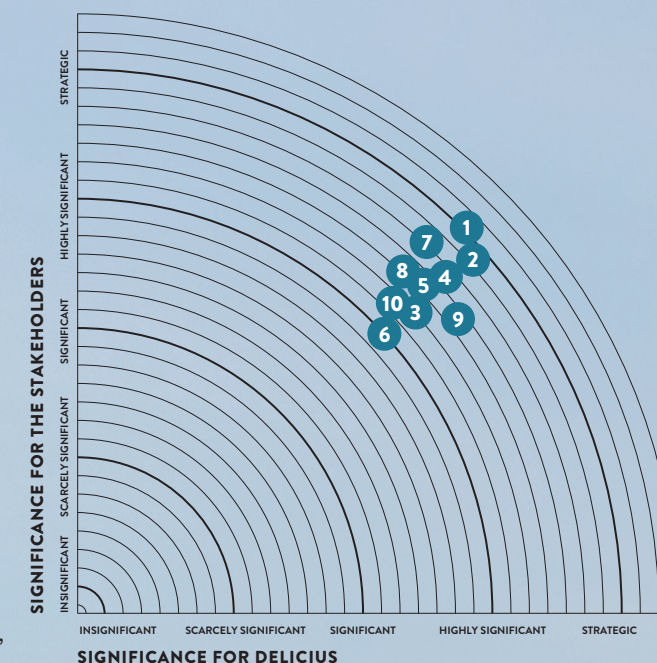
This confirms the choice of a broad sustainability governance model, which is also nourished by advocacy activities on the supply chain on issues related to the preservation of biodiversity and the protection of people. In 2022, the internal committee, the Blue Team, came together to develop an ambitious awareness-raising project by organising the scientific conference called **BE BLUE - The Sea Conference**. With more than 70 guests including representatives of the retail trade, journalists and academics on 7 June 2022, Delicious highlighted the topic of food safety and presented its "Metal Tested" production specification, enriching the discussion with the presence of marine biologists, researchers and analysts. The 2023 edition on the theme of sustainable fishing is already confirmed.

## Dialogue with our stakeholders



## Materiality matrix

- Product quality: deliciousness, wholesomeness, and food safety.
- Protection of biodiversity and the marine ecosystem, sustainable fishing and legality.
- Product labelling and traceability.
- Upholding human rights, workers' health and safety, working environment.
- Waste, refuse and sewage management.
- Communication to stakeholders and marketing manager.
- Sustainable packaging.
- Sustainability in the innovation process.
- Creation of commercial value.
- Energy Management.



All material topics are confirmed as important to the stakeholders, who were interviewed through a structured interview. This year the focus on the themes of biodiversity protection and sustainable packaging converge even more strongly.

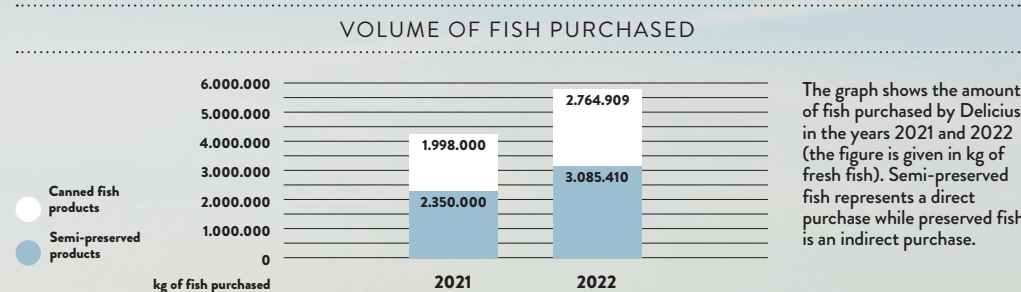
## Sustainability: a global need

In 2021, an analysis was conducted by Delicious in collaboration with Nativa using the SDG Action Manager model. This tool allowed us to tangibly and objectively measure our progress in relation to the Sustainable Development Goals of the 2030 Agenda. The almost complete coherence between the SDGs related to material issues and those identified as priorities within the Report allowed us to identify the most significant impact opportunities, which resulted in, among other things, the launch in 2022 of a 100% Carbon Neutral, 100% Plastic Free, 100% Certified Fisheries product line.

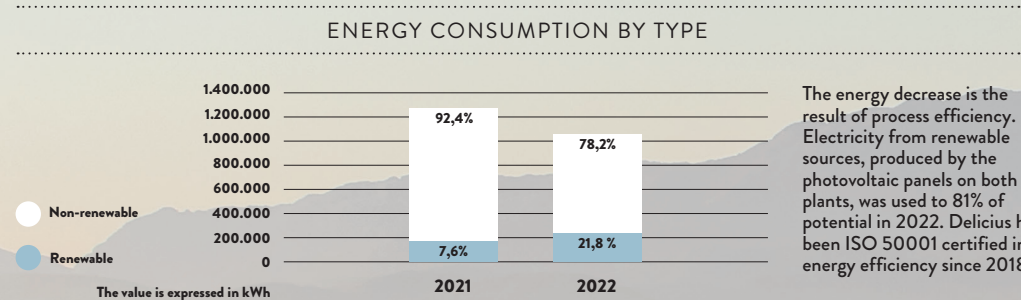


## Protecting the oceans

The sea, the planet's lungs, climate regulator and important source of food, energy and work, has always been our first stakeholder, in the conviction that living, healthy oceans are indispensable in the long run for man and business. A responsible use of resources, a careful check on waste management, and a strong commitment to fully recyclable packaging have given substance to our awareness and become part of our planning process.

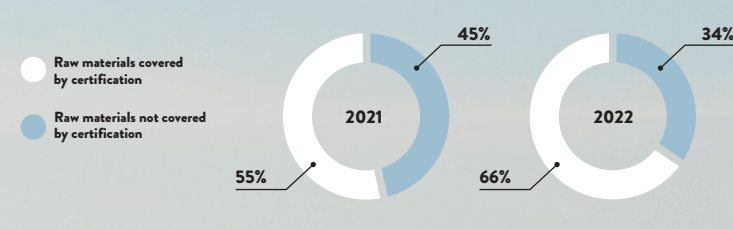


The graph shows the amount of fish purchased by Delicious in the years 2021 and 2022 (the figure is given in kg of fresh fish). Semi-preserved fish represents a direct purchase while preserved fish is an indirect purchase.



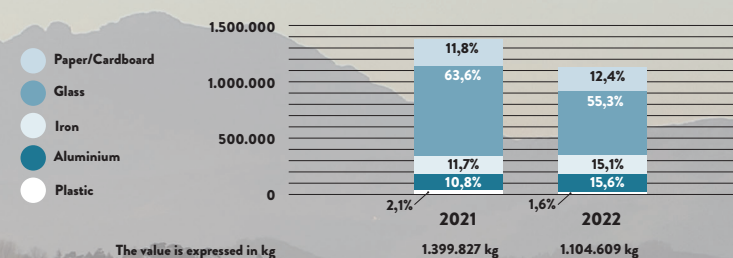
The energy decrease is the result of process efficiency. Electricity from renewable sources, produced by the photovoltaic panels on both plants, was used to 81% of potential in 2022. Delicious has been ISO 50001 certified in energy efficiency since 2018.

## VOLUME OF RAW MATERIALS COVERED BY SUSTAINABLE FISHING PROJECTS



The figure refers to MSC, FOS and Dolphin Safe certifications. In 2022, Delicious accompanied 41 anchovy vessels between the Adriatic Sea and the Strait of Sicily to FOS certification. In addition, the *Transition Pact* proposed by Carrefour was signed and a concrete plan to safeguard biodiversity was presented.

## TOTAL PACKAGING PURCHASED BY TYPE



This confirms that Delicious' efforts are increasingly focused on 100% recyclable materials. The percentage of plastic decreases further and will be the subject of an assessment of the plastic management system in the coming months.

# 250\*

TONNES OF FRESH FISH SAVED FROM WASTE EACH YEAR (AVERAGE ANNUAL FIGURE FROM 2016)

Not wasting means avoiding unnecessary extracting from the sea. The 2022 figure is net of the 240 tonnes of salted anchovies burnt in the Eurofish Sh.P.K. factory fire in February 2022.

## Risk evaluation

Procurement of raw materials from sustainable sources, recyclable packaging, product wholesomeness and safety, transparency and accuracy of information and the environment are focus elements in risk assessment, which are constantly monitored.

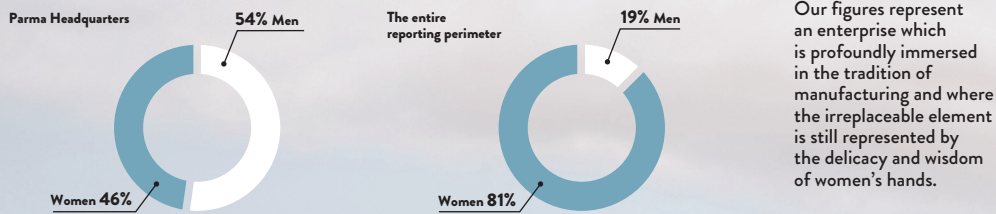
This is confirmed by the research carried out by Delicious in collaboration with the University of Milan to determine the absence of perfluoroalkyl substances (PFAS), which anticipates the request for an amendment to Regulation (EC) No 1881/2006, and, in collaboration with ANCIT, the risk assessment study on maximum inorganic arsenic levels, in order to respond to the European Commission's requirements. It is more difficult to assess the cost of non-action in the long term, which is nevertheless a reflection that Delicious seeks to promote with its stakeholders at all levels, including through multidisciplinary discussion tables such as **BE BLUE - The Sea Conference**, which also allow us to focus on new impact issues.



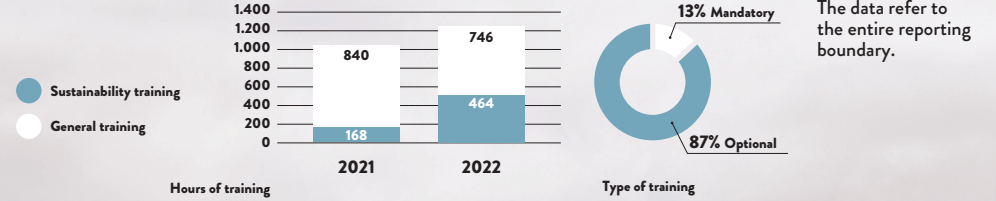
# Taking care of our people

Decent employment, equal opportunities and the implementation of the Sustainable Development Goals are core elements of our way of doing business. In 2022, the associate Eurofish Sh.P.K. was audited according to the SMETA protocol. SMETA (Sedex Members Ethical Trade Audit) 4 Pillar is the most widely used social methodology at international level to assess the social compliance of companies. The successful results of the audit were then shared through the Sedex platform.

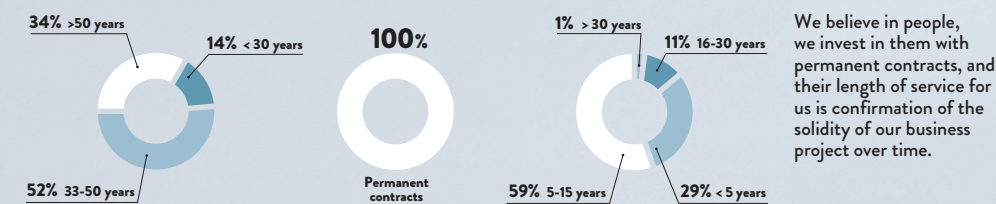
## OUR WORKERS



## TRAINING



## AGE GROUPS, TYPES OF CONTRACT AND LENGTH OF SERVICE



## HEALTH, SAFETY AND WELFARE

	2021	2022
Absence rate	3,20%	4,39%
Injuries	0,04%	0,00%
Illness	1,17%	2,64%
Maternity	0,00%	0,00%
Paid and unpaid leave	3,21%	2,15%

The data refer to direct staff employed in Italy. The absence rate is calculated using (illness + injury + unpaid leave) / total. Hours worked x 100. The average value in Italian companies is 6.6% (source: Centro Studi Confindustria, 2020).

### SDG Goals 2022 goals and results

**8 DECENT WORK AND ECONOMIC GROWTH**  
**Goal:** to ensure permanent employment for at least 95 per cent of our workers.  
**Result:** 100% of employment contracts of indefinite duration. SMETA KPI: SMETA protocol advocacy activity towards a supplier in the supply chain.

**5 GENDER EQUALITY**  
**Goal:** to ensure a robust female representation (at least 40%) at the top of the processes.  
**Result:** 50% female representation.

**13 CLIMATE ACTION**  
**Goal:** internal training hours and shared drafting of a policy for more sustainable resource management (plastic and paper).  
**Result:** plastics increased from 2.1% in 2021 to 1.6% in 2022. 86% recycled paper.

### 2023 goals

Analysing the business climate in Delicius and monitoring the supply chain for ethical and environmental requirements, also through advocacy activities.

Ensure equal opportunities in personnel selection by continuing profiling by skills and not by gender. Study of a code of ethics. Verification of the gender parameter by classification.

Internal training on the responsible use of resources, in particular on the plastic management system.

# The community

We care about the area in which we are located and therefore continue to support initiatives aimed at its protection, such as supporting the FAI (Fondo Ambiente Italiano). We invest in projects that aim to create product culture to make the community and new generations aware of the impact of their consumption choices as a driver for real change.

## 22 POSTS ON SOCIAL MEDIA DEDICATED TO SUSTAINABILITY ISSUES

2021 campaign #noallospreco to raise awareness of food waste issues and #sustainablydelicius, a monthly column (#sustainablydelicius) on the topics of greatest impact for Delicius was created. Posts on the social media channel are followed by in-depth articles on www.delicius.it. The most significant comments are analysed in order to improve the effectiveness of the message.

## 1 ISSUE OF THE MAGAZINE "ALICI&CO."

Created in 2019 with the aim of involving all stakeholders, first and foremost the workers, in the company's projects, values, reflections and objectives, including those related to sustainability.

## 4 CONCRETE PROJECTS TO SUPPORT THE COMMUNITY

4 FAI in-presence events (sponsored by Delicius), at the Giardino della Kolymbethra (1,200 visitors over the weekend- 202 participants in the "Fuori Cantina" event and 110 participants in the "Al Calar del Sole" event), "Tre Giorni per il Giardino" at the Castello di Masino (10,000 visitors over the weekend), Villa dei Vescovi (dedicated event, 110 participants). Delicius is also a supporter of the 2022 FAI Events Calendar.

Education project "Illustrate the present, let's think about the future" in collaboration with Liceo Toschi di Parma and Worldrise Onlus (41 students and 5 teachers involved).

Organisation of the BE BLUE - The SEA CONFERENCE event (78 participants) on the topic of food safety.

Participation in the Cabina di Regia of the City of Parma for the organisation of Gastronomic September (12-18 September, a week dedicated to Anchovies in collaboration with the Parma supply chain) and the Dinner of the Thousand.

### SDG Goals 2022 goals and results

**3 GOOD HEALTH AND WELL-BEING**  
**Goal:** introduction of parameters included in the "Metal Tested" Anchovies category.  
**Result:** The "Metal Tested" specification confirmed the certification and is fully implemented in the Delicius production standards.

**11 SUSTAINABLE CITIES AND COMMUNITIES**  
**Goal:** Conserve projects that support the community and the territory.  
**Result:** 4 macro projects.

### 2023 goals

Enlargement of "Metal Tested" Risk Assessment Survey to Mackerel and Sardine categories.

Continue to invest in projects that support the community and the region, assessing their adherence to material objectives, their relevance and also seeking new ways to communicate them.

In addition to these activities, there are other cultural projects such as a contribution to the Teatro Regio di Parma and charity activities such as help in the purchase of a vehicle for the disabled and elderly people in the municipality of San Polo di Torrile and the donation of more than 33,000 packages to families in need in the Parma area (Centoperuno Onlus) and in Sierra Leone.

# Methodological note

The Sustainability Report is the tool through which Delicius communicates its sustainability performance to stakeholders. The aim was to introduce a working method which was, on the one hand able to enhance the commitment, initiatives and internal and external dialogue, and on the other, to lay the foundations for identifying relevant accountability issues we have to face, setting increasingly ambitious targets. The scope of accountability extends to the associated company Eurofish Sh.P.k. based in Lezhe (Albania) with the aim of giving correct representation of our business model. The choice of indicators was made taking into account the importance of the material issues covered by the materiality analysis while the targets are related to the 2030 Agenda targets.

This Annual Report has been certified by SGS Italy. The Assurance phases included the following activities: 1. Materiality Analysis validation 2. Stakeholder Engagement process validation 3. Verification of the accuracy and completeness of the data included in the Sustainability Report. The audit was carried out by reviewing qualitative/quantitative elements, deriving from the KPIs indicated in the Report, through the support of objective evidence - such as the analysis of documents, verification of records and interviews with staff and data-owners involved in the preparation of the Report.

