



# ESG Review 2022



**At Barentz Service, transparency is a fundamental principle that guides all our activities.**

This commitment to transparency is reflected in our decision to annually publish a review of our progress on Environmental, Social, and Governance (ESG) topics, providing a comprehensive account of our sustainability efforts. This 2022 ESG Review represents another milestone in our ongoing journey to improve our sustainability performance and serves as evidence of the Corporate Social Responsibility (CSR) program that we started several years ago. Additionally, the disclosed information serves as a progress update and follow-up on the implementation of the United Nations Global Compact's Ten Principles.

**Reporting Criteria and Period**

Our reporting – based on the Global Reporting Initiative Standards 2021 – covers the period from the 1<sup>st</sup> of January to the 31<sup>st</sup> of December 2022.



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# About us

Based in Paderno Dugnano (Milan) with a turnover of 67 million euros, the company employs 54 people and serves more than 700 customers with over 900 items. We are leaders in the distribution of raw materials and specialties for the Human Nutrition, Nutraceutical, Pharmaceutical and Performance Materials markets in Italy.

We provide access to the best ingredients solutions available to add value to our customers. We are ambassadors, technological experts, networkers and connecting ingredients manufacturers and users across all industries.

We are part of the Barentz Group, headquartered in the Netherlands, a leading global life science ingredients and Performance Materials distributor operating in more than 70 countries with a strong presence in Europe, North America and a growing presence in Asia Pacific and Latin America.

In 2021, the Barentz Group took a significant step forward in formalizing its global ESG program by assigning a board member sponsor, launching an ESG Leadership Council and announcing the creation of a new role of Global Director of ESG. These actions reflect Barentz Group's commitment to promoting sustainability throughout their business operations and supply chain. As part of the Barentz Group, Barentz Service shares this engagement and recognizes the importance of minimizing their impact on the environment through its ESG Committee. Our ESG efforts focus on key principles such as reducing waste and promoting sustainable technologies, which are aligned with our customers and industry best practices. By adopting sustainable practices and promoting a culture of environmental responsibility, Barentz Service is making significant strides toward limiting their impact on the environment and contributing to a more sustainable future for all stakeholders.





**700**  
Customers



**€ 67**  
million  
2022



**900+**  
Items

↑  
Turnover

**54**  
employees



**€ 48**  
million  
2021

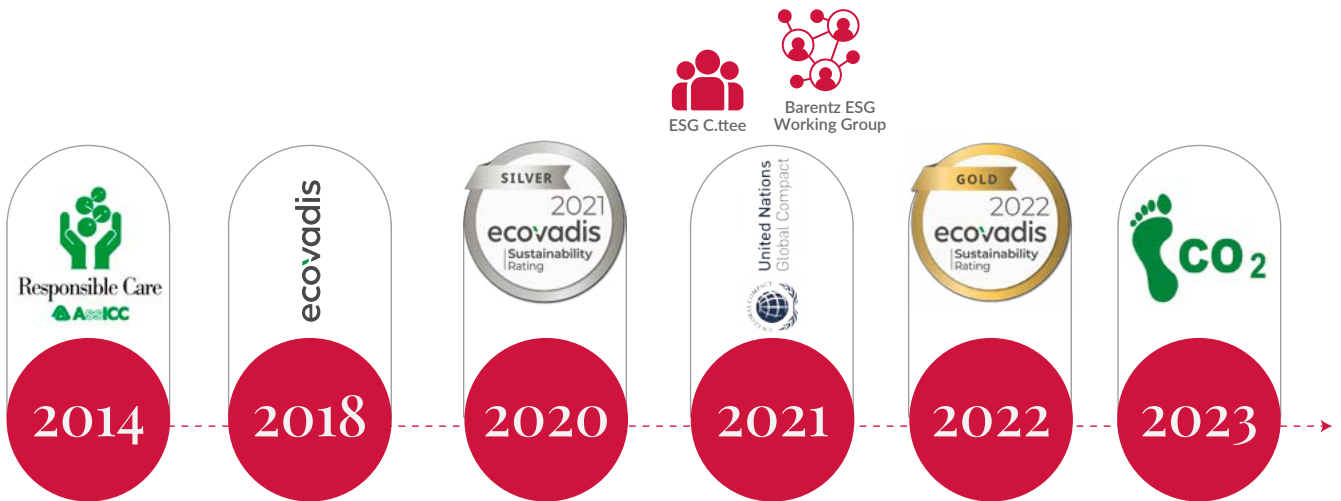


**4**  
Operating  
Markets

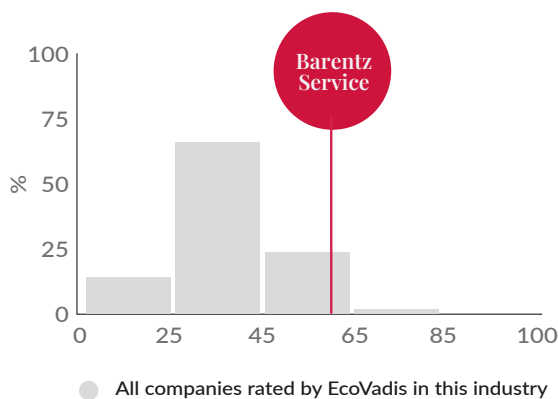


# Our ESG journey

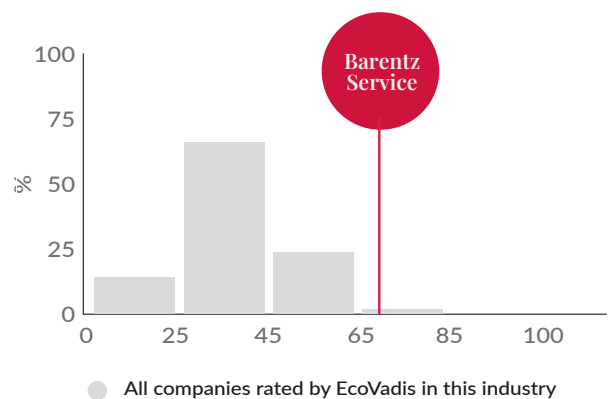
Born in 2014, Barentz Service's ESG program has grown into a powerful force for collaboration and growth across the company. The program nurtures innovative ideas with the belief that they can drive positive change for a better world. In 2022, Barentz Service has been awarded a Gold Rating for environmental and social performance from EcoVadis, scoring 70 out of 100 points, the highest overall score received to date with an increase of 10 points. In an era where sustainability is a crucial factor for customers, principals, and stakeholders, our Gold Rating strengthens Barentz Service's position as a key supplier and valued partner.



2021 - Overall score distribution



2022 - Overall score distribution





# Our management systems

As a certified distributor for organic products and a member of RSPO – a non-profit organization for global standards for sustainable palm oil and derivatives – we ensure the compliance of our integrated management system with ISO 9001:2015 certification.

In today's rapidly changing business landscape, we must stay vigilant and aware by monitoring regulatory and legislative developments that may impact our operations – new opportunities while minimizing risks.

However, monitoring regulatory and legislative developments can be a time-consuming and complex task, requiring specialized expertise and resources. We have chosen to invest in new tools that provide up-to-date information and analysis providing guidance on regulatory compliance because the ability to stay informed lands us a competitive advantage in our industries. By identifying potential threats and opportunities early on, we can stay ahead of the curve.



A message from our Managing Director

# Sustainability at the heart of our decision-making

ESG has become increasingly prominent in the daily operations of business functions beyond the sustainability team. Transparency towards stakeholders is a key principle guiding our actions, even amidst challenges in the global economy and supply chain. Operating with sustainability at the heart of decision-making is a source of pride for us.

Barentz Service received a higher rating from Ecovadis, improving by 10 points and placing us in the top 96<sup>th</sup> percentile of companies rated globally. We understand the transformative and unpredictable nature of changes in the economy and environment, including the increasing frequency of climate extremes. That is why strong ESG performance, driven by ambitious targets, is crucial in building resilience, managing risk, and preparing for future challenges.

Creating value for present and future stakeholders through sustainable business practices is a key goal for Barentz Service.

We invest extensively in the safety, health and well-being of our people, who are our most important asset and our greatest strength. Collaboration and stakeholder engagement is a pillar of our inclusive business model, and we believe that sustainability can only be achieved through continued and meaningful dialogue.

People throughout our value chain are instrumental to our ESG success – we are grateful to all our colleagues, suppliers, and customers for their support. We remain committed to doing what's right for people, communities where we live, work and source and the planet we all share.

Overall, I am pleased with our progress on our goals and commitments. I hope you will take the opportunity to learn more about how Barentz Service is performing and making a positive impact.

Thank you for your interest in our ESG commitment and for being part of our ongoing journey.



“Creating value for present and future stakeholders through sustainable business practices is a key goal for Barentz Service.”



**Oliver Fox**  
Managing Director

# The new normal

The Covid-19 crisis impacted our business, but it also revealed the creativity, flexibility, and resilience of our teams. By adopting new hybrid ways of working and in collaboration with our principals and customers, we have overcome this challenge. A positive attitude has given us the confidence to tackle further challenges such as product shortages and supply chain issues.

The war in Ukraine had a dramatic impact and completely reversed the international balance. This event has led to an energy crisis and a rise in inflation, both of which are having an increasing effect on businesses and households. This is an unprecedented moment in the last 40 years, with all past economic paradigms being altered and an equation that no longer works. Despite this scenario, Barentz Service remains committed our efforts in the social and environmental arena. This is made possible by the hard work, dedication, passion, and professionalism of all our employees. In the coming months and years, we anticipate many challenges and goals that we will need to focus on. Alongside others, we call for an end to the violence.





# Cybersecurity threats and business continuity

Barentz Service has established a periodic "InfoSec Newsletter" to mitigate the risk of human error in data breaches, which according to Verizon's 2022 Data Breaches Investigations Report, accounts for over 80% of incidents. The newsletter aims to raise the level of attention and awareness among our colleagues.



**Barentz Service**  
**INFOSEC Newsletter - numero 1, 2022**  
**Come difendersi dai rischi del Social Engineering**  
Che cos'è il social engineering  
 Si tratta di una tecnica che sfrutta la psicologia umana e fa uso dell'inganno per ottenere dalla vittima dati riservati o confidenziali (password, accesso a conti correnti, informazioni finanziarie etc.), estorcere denaro o addirittura rubarne l'identità. Sono molte le tecniche utilizzate dagli esperti di social engineering. Tra queste, vi è il phishing (una mail realizzata appositamente per favorire l'inserimento di informazioni personali) oppure il pretexting (l'impersonare qualcuno per ottenere l'accesso a dati privilegiati).  
Come riconoscere il social engineering  
 Qualsiasi messaggio deve essere sempre valutato con attenzione, diffidate di messaggi che richiedono di cliccare su un collegamento ad un sito esterno, di inserire le proprie credenziali (utente e password), di fornire o modificare dati finanziari o di effettuare pagamenti. Inoltre, ricordarsi sempre di verificare il reale indirizzo di provenienza di qualsiasi email sospetta e non limitarsi a leggere il nome visualizzato, per assicurarsi che si tratti di un indirizzo legittimo.  
Un chiaro esempio di "pretexting"

**NOTA:** Il nostro sistema di posta non invia email agli utenti con la richiesta di inserire le proprie credenziali per effettuare qualsiasi operazione. Eventuali richieste di inserire le vostre credenziali per "sbloccare email in sospeso", "evitare la cancellazione della vostra casella di posta", "verificare la sicurezza del sistema" o qualsiasi altra motivazione sono da ritenersi fraudolente. **Non date, le vostre credenziali non vanno comunicate o scritte a nessuno.**

In caso di dubbi - contatta [datasecurity@barentz.it](mailto:datasecurity@barentz.it)

We recognize that any interruption of service is a problem, particularly in a digital process that connects technology and operation. Therefore we have implemented a Business Continuity and Disaster Recovery plan as a countermeasure to prevent the risk of stopping our activities. This plan guarantees business continuity, independently of the cause of the interruption.



# Approach to sustainability



# Our support to United Nations Sustainable Development Goals

Since 2021, we have been a signatory of both the UN Global Compact. We believe that in order to make the 2030 Agenda a reality, all stakeholders must make a strong commitment to implement the global goals. In line with this belief, our strategy is grounded in the 17 Sustainable Development Goals (SDGs), which we use as our beacon for 2030. While we embrace all the SDGs, we focus on making an impactful contribution to 7 of them, which are at the heart of our strategy. Our commitment to these 7 goals reflects our desire to play a key role in creating a better and more sustainable future for people and the planet. We strive to help facilitate engagement and work towards achieving the SDGs in order to make a positive impact.

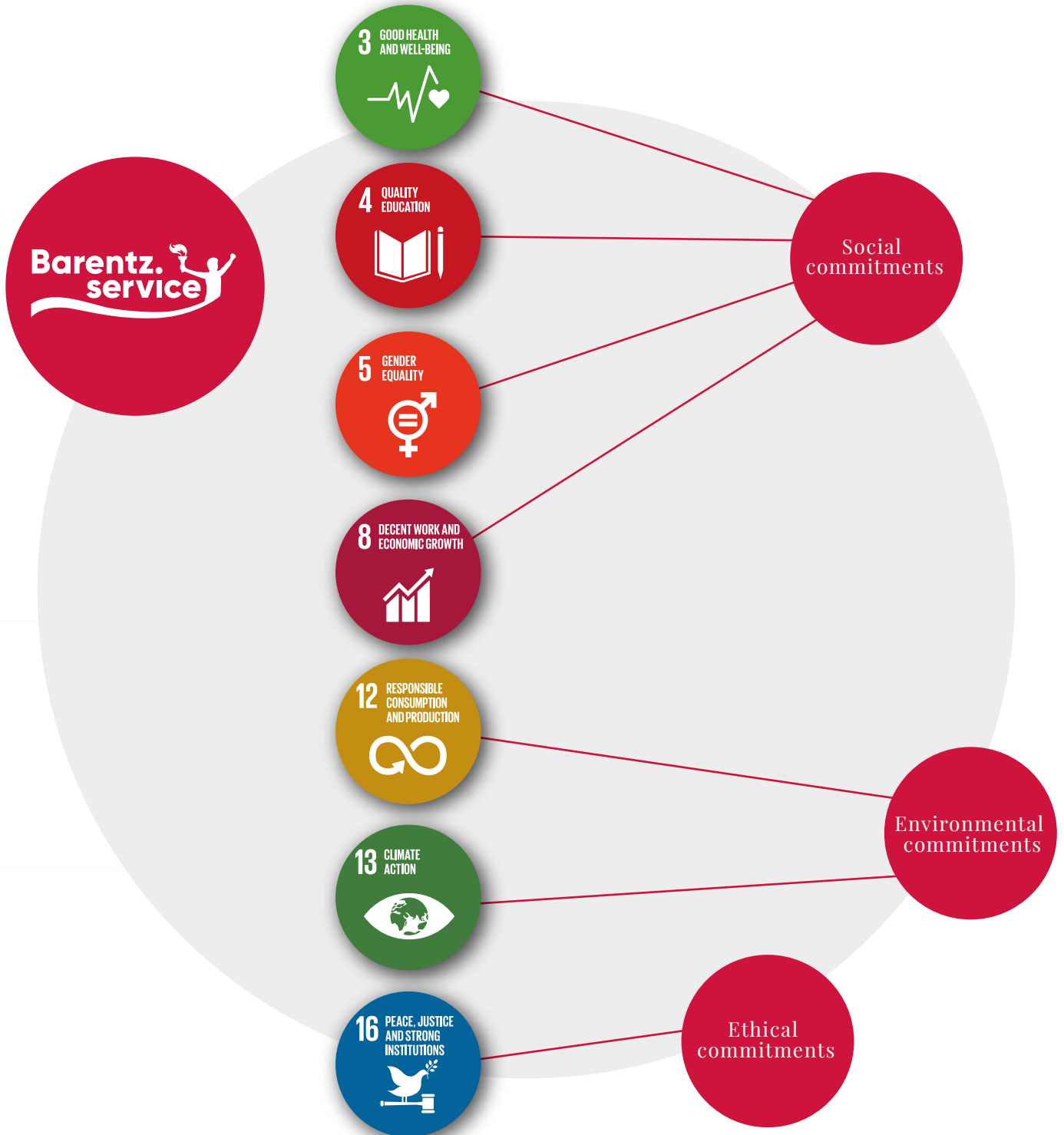
For more on the UN Global Compact visit their website:  
<https://www.unglobalcompact.org>



**“With this being designated as the decade of action by the UN, we have selected several UN Sustainable Development Goals to guide our ESG efforts and to make a real difference solving some of the world's most pressing challenges.”**

Scott Simmons, Global Director of ESG, Barentz Group

# 7 Sustainable Development Goals





# ESG strategy

In line with our commitment to Environmental, Social, and Governance (ESG) principles, we have set our ESG ambitions and intermediate targets to measure our progress against tangible milestones. Our ESG strategy is centred around three key areas where we can make the biggest difference.

Promoting fair business practices and sustainable procurement, investing in people and mitigate our environmental footprint. Our approach to ESG is consistent with the United Nations Sustainable Development Goals (SDGs), which guide our efforts towards creating a sustainable future for all stakeholders.



Invest  
in people



Fair business  
practices



Sustainable  
procurement



Mitigate our  
environmental  
footprint



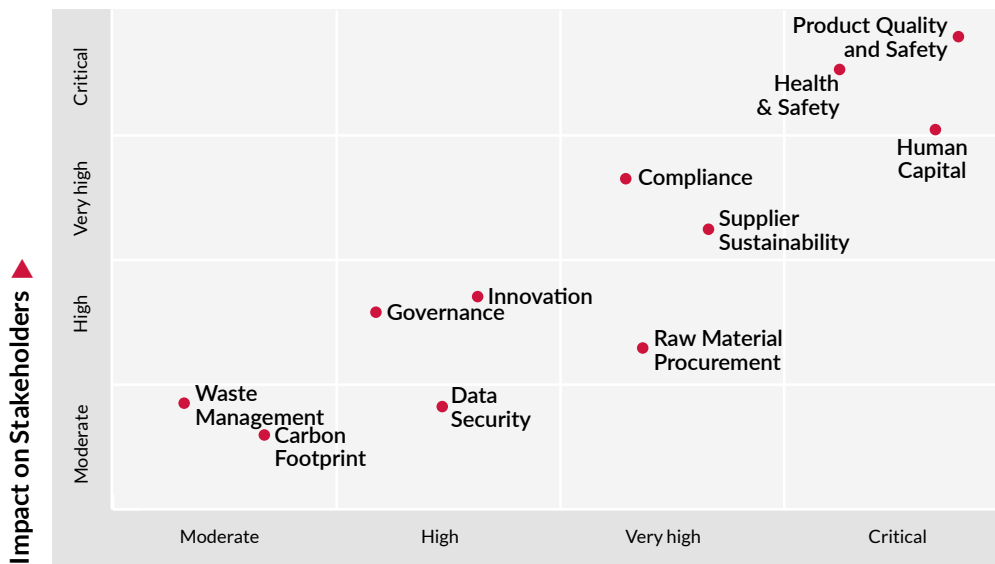
**“ESG is becoming more prominent in the daily work of business functions outside of the core sustainability teams.”**

Stefano Colicchia, Head of Regulatory Affairs and Quality, Barentz Service



# Materiality assessment

We conducted second preliminary survey as part of our ongoing journey toward materiality. This survey analysed material issues involving a diverse group of stakeholders, including our customers, suppliers, employees and in areas where we source and operate. Our stakeholder engagement is a crucial aspect of our sustainability approach, as it helps us understand their expectations and concerns and prioritize our sustainability initiatives for maximum impact. By building long-term relationships with our stakeholders, we can ensure that we remain transparent, accountable, and committed to responsible business practices. Our stakeholder engagement approach is vital to our commitment to creating a positive impact and contributing to a sustainable future.



Impact on Barentz Service ►

As sustainability challenges continue to evolve, our ESG strategy is designed to stay ahead of the curve by relying on regularly updated materiality analysis. These analysis help us identify the most critical sustainability risks and opportunities for our business, on two fronts: the relevance and impact for our stakeholders, their potential impact for our business. By prioritizing these issues based on their significance and impact, we can focus our efforts on creating sustainable solutions that benefit both our stakeholders and our business. Our commitment to regularly update our materiality analysis is essential to our sustainability approach, as it ensures that we remain relevant and responsive to the changing sustainability landscape.



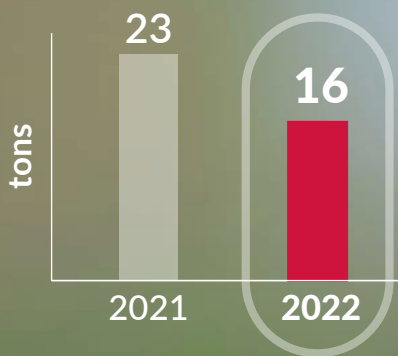
# Progress & Performance



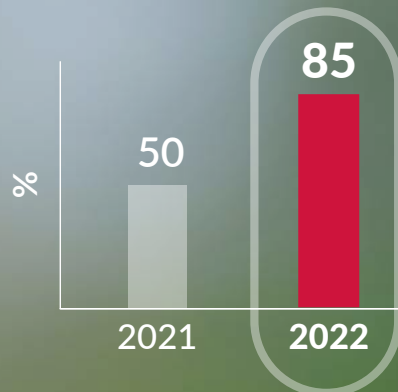
# ESG 2022 Performance Highlights



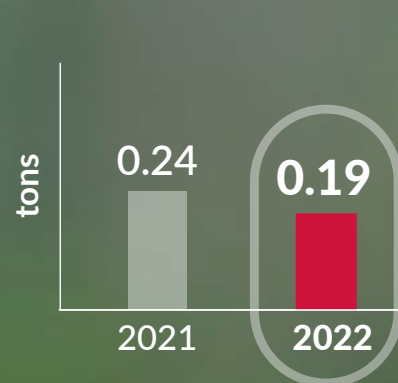
Weight of generated waste in our warehouses



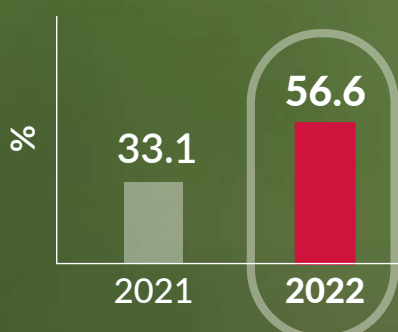
Recycled or certified paper purchased



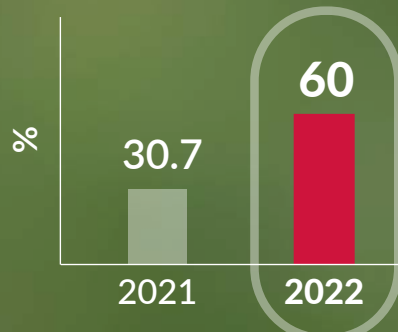
Weight of total paper purchased



Suppliers and principal with an ESG programme in place



Suppliers and principals that have signed our supplier code of conduct



Turnover generated by ESG assessed suppliers





# Invest in people

The "Great Resignation" phenomenon in the US the EU has been triggered by a range of factors, such as the COVID-19 pandemic, changes in the job market, and personal and family needs. As a result, people are reassessing their career paths to enhance their overall quality of life. This shift in the workforce highlights the significance of flexibility and adaptability in today's ever-changing job market. Furthermore, the peak of the COVID crisis has opened up new mobility and opportunities for those seeking job switches, particularly for those with technical and specialized skills. We have observed a surge in resignations during Q1 and Q2 and have taken several steps to retain existing talent and attract highly qualified and motivated individuals by providing flexible work arrangements and equal opportunities for career advancement.

Standard	Title	Value
405-1	Senior management position held by women	28.6%
102-8	Employees on permanent contracts on 31 <sup>st</sup> December	98.1%
405-1	Female employees on total number of employees on 31 <sup>st</sup> December	66.6%
405-1	Employees 29 years of age and below on 31 <sup>st</sup> December	9.2%
405-1	Employees between 30 and 39 years of age on 31 <sup>st</sup> December	25.9%
405-1	Employees between 40 and 49 years of age on 31 <sup>st</sup> December	24.1%
405-1	Employees between 50 and 59 years of age on 31 <sup>st</sup> December	33.3%
405-1	Employees 60 years of age and above on 31 <sup>st</sup> December	7.4%
401-1	Number of employees hired during the reporting period: headcount	13
404-3	Eligible employees who have received an annual appraisal during the reporting period	100%

Ageism is a form of discrimination that involves prejudice, stereotyping, or discrimination against individuals based on their age. This phenomenon can be seen in various aspects of society, including the workplace. We actively combat ageism and promote equal opportunities and fair treatment for people of all ages. In 2022 we have provided more opportunities for individuals in the 50-59 age group because we strive to avoid any form of prejudice and devaluation based on a person's age.

Standard	Title	Hours
404-1	Total number of training hours attended by employees during the reporting period	1346.8
404-1	Average number of training hours by company employee during the reporting period	29,94



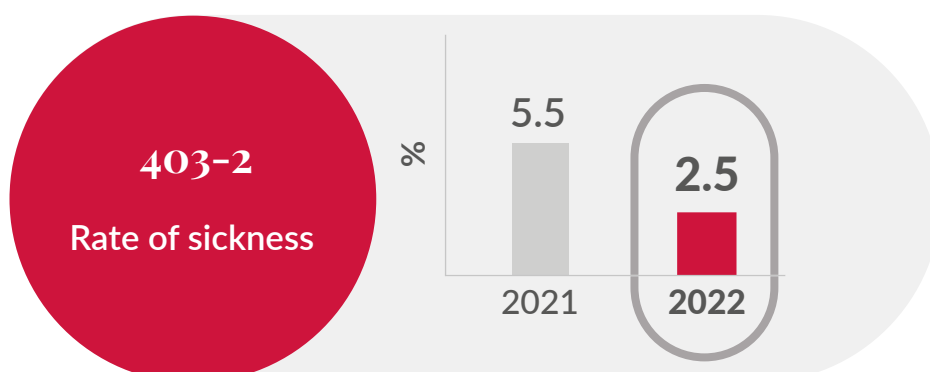
# Labour, human rights & health and safety

As a values-driven company, Barentz Service strives to protect individuals and reduce inequalities with our Code of Ethics and Business Conduct, as well as our Responsible Procurement Policy.

**We prioritize a healthy and safe work environment and promote a culture of safety** that protects human health to prevent accidents in accordance with our HSE policy. Our goal is to achieve zero accidents or incidents each year and we operate under a risk-based approach to ensure continuous improvement and effectiveness in adapting to changing contexts. Human rights remain a key concern, including ensuring health and safety during a pandemic and advocating for social justice.

Maintaining a workplace with no accidents or breaches of laws and regulations is a crucial objective for us. It is essential to prioritize creating a safe and healthy environment for all employees. Achieving this objective requires collaborative efforts and a commitment to safety regulations. **We have reaffirmed our target of zero incidents for the year 2022**, and this is a significant achievement for both our company and our employees.

The World Health Organization (WHO) emphasizes the importance of individuals feeling comfortable in the circumstances they encounter by incorporating psychological well-being into the holistic definition of health. According to the WHO's definition, psychological well-being is the state in which individuals can utilize their cognitive and emotional abilities to respond to the daily demands of life, establish fulfilling and mature relationships with others, and constructively adapt to external conditions and internal conflicts. As a company, we strongly believe in promoting a positive work culture that values mental health.



One proactive step we are taking towards this goal is sending out a new periodic newsletter focused on psychological well-being. This newsletter is designed to provide our employees with helpful tips and resources to improve their well-being, including stress management techniques, self-care strategies, and mindfulness practices. By offering these tools and information, we aim to support and empower our employees to take care of their mental health, which can lead to improved job satisfaction, engagement, and productivity.

Furthermore, we believe that the newsletter can help raise awareness about mental health concerns and reduce the stigma around seeking help. Overall, prioritizing psychological well-being is crucial for both the well-being of individuals and the success of the organization as a whole.





# Fair business practices

Promoting a culture of **ethics** and **business integrity** is essential to our way of doing business, as it helps us maintain a zero-tolerance approach towards material breaches of ethical and fair business practices.

Product stewardship is essential to everything we do. Our objective is to provide our customers with products that fully correspond to the highest quality and **safety standards**. We ensure that all our products are used, packaged, labelled, dispatched, and disposed of in accordance with both local and EU legislation.

We go beyond legal requirements for Safety Data Sheets (SDS), providing them for all our sales items (except food products such as cheese, chocolate, or coffee), not just those classified as dangerous. Our authoring software allows us to create SDS faster, ensuring compliance in all languages of the countries we serve and our document management system features automatic distribution and tracking of these documents to our customers.

Our product safety and regulatory experts work closely with local and EU industry associations to monitor the development of regulatory requirements and future changes in legislations affecting our business, ensuring that the products we distribute comply with the highest standards.





## We partner with:



**AITA**  
ASSOCIAZIONE  
ITALIANA  
DI TECNOLOGIA  
ALIMENTARE

**AITA**

Association of the Food Processing industry



ITALIAN  
ASSOCIATION  
OF CHEMICAL  
TRADE

**AssICC**

Italian Association of Chemical Trade



Working group on food supplements  
and functional foods



Chemical Pharmaceutical generic Association

**CPA**

Chemical Pharmaceutical Association



**COSMETICA  
ITALIA**  
associazione nazionale imprese cosmetiche

**Cosmetica Italia**

The Italian personal care association



FEDERCHIMICA  
**AISPEC MIAF**  
GRUPPO MATERIE PRIME PER INTEGRATORI  
ALIMENTARI E ALIMENTI FUNZIONALI

**Federchimica**

Raw material group for food supplements  
and functional foods

**Arvan**

Crop nutrition, fertilizers and soil science.

Standard	Title	Value
205-2	Number of material breaches of ethical and fair business practice	0



# Sustainable procurement

Our goal is to partner with suppliers and principals who share our commitment to responsible and sustainable practices, and to **continuously improve the sustainability performance of our supply chain**. Additionally, we regularly conduct due diligence on our supply chain to ensure that they have strong sustainability practices in place.

We are committed to creating a positive impact and promoting responsible practices throughout our entire value chain. Our procurement policy and supplier code of conduct set clear expectations for our partners to meet our ESG standards and drive positive change. Our procurement team plays a critical role in identifying the right partners and products that meet our customers' needs, and we are always expanding our portfolio of environmentally friendly products. We regularly assess our suppliers' performance in terms of quality and responsibility, enabling us to continuously improve our supply chain and promote **sustainable business practices**. Our ultimate goal is to drive sustainability across the entire supply chain, creating long-term value for all parties involved.

We help to accelerate the global diet transformation by offering sustainable and responsible solutions that enable the creation of healthier and great-tasting food. We strive to expand our portfolio of nature-based ingredients and strictly adhere to sustainable sourcing standards to achieve this goal.

Our portfolio includes **pea protein** and **soy-based texturizers**, as well as **flours made from chickpea** or **lupin** for the production of delicious and nutritious plant-based burgers and meatballs. Additionally, we are proud to promote **premium grade organic vanilla products**. We have made significant strides in sustainability by introducing new products featuring high natural indexes such as **lignin-based biopolymers** and **cellulose fibrils** derived from sustainably managed forests. These products represent green alternatives to synthetic polymers and have a documented, favourable environmental footprint. They can be used in a range of industrial applications and markets without competing with food production.

## Examples of Natural Index product from our portfolio

(Natural Index = 1 the ingredient meets the definition of natural ingredients)



**0.99**

Amaranthus  
Caudatus  
Seed Extrac

**0.98**

Hydrolyzed  
Moringa Oleifera  
Seed Extract



**0.98**

Hydrolyzed wheat  
protein



*Index is a value indicating whether a cosmetic ingredient meets the definition from the corresponding Section of ISO 16128-1.*



**“A growing number of end-consumers have shifted the focus from cure to prevention choosing to take greater control over their own wellbeing using non-prescription nutraceuticals and dietary supplements. They are also paying increased attention to the sustainability of the products they buy.”**

Stefano Menescardi  
Division Manager Health & Personal Care, Barentz Service



# Mitigate our environmental footprint

Barentz Service is committed to reducing its carbon footprint and minimizing the impact of its operations on the environment.

Our goal is to achieve 100% renewable energy sources and ensure that our operations are as environmentally sustainable as possible. We also encourage our suppliers and partners in our value chain to adopt environmentally sustainable practices. As a leader in these efforts, we believe that companies have an important role to play in mitigating the negative impacts of climate change. In line with our commitment to the circular economy, we have partnered with Alisea to use their "Matita Perpetua" during our recent exhibitions. This eco-friendly writing tool is made with 80% recycled graphite and does not use any adhesives or protective coatings, reducing waste of raw materials and environmental impact. By using Perpetua, we are also recycling 15g of graphite powder that would otherwise end up in landfills. Perpetua is a message of eco-sustainability, design, and new manufacturing technologies, contributing to a better future for all.



Standard	Title	Value
302-1	Consumption of electricity	149.400 kWh
302-1	Quantity of electricity from renewable sources	31%
302-1	Consumption of natural gas for building	182.870 kWh
307-1	Number of environmental incidents in external warehouse	0
307-1	Number of environmental incidents during transportation	0



# Managing waste

**Our commitment to reducing waste and promoting sustainability extends to all aspects of our business operations.**

We focus on reducing waste generation in our offices, packaging, and cafeterias, and continuously work on action plans to further minimize waste production. We actively encourage employees to adopt environmentally friendly practices, such as avoiding unnecessary printing and recycling used paper. Additionally, we carefully select less hazardous products and work to ensure that 100% of our office paper is FSC chain of custody certified by 2022. We also have a zero waste-to-landfill target and actively monitor slow-moving products to minimize waste related to expired items. When products cannot be sold due to quality or shelf-life issues, we work with specialized waste management certified companies to recycle or repurpose them. Our cafeterias, meeting rooms, and reception areas have banned single-use plastics, and a cold-water filtration system has been installed to eliminate the need for unsustainable water bottles.

Our waste management program is designed to ensure that waste is properly stored, transported, and disposed of in compliance with applicable regulations and standards. Additionally, we work closely with our suppliers and partners to promote environmentally sound waste management practices throughout our supply chain. Our commitment is to minimize the environmental impact of our operations, align our waste management practices with our ESG principles, and ensure that they are sustainable.



# Hazardous wastes

At Barentz Service, we prioritize responsible waste management and make every effort to minimize our environmental impact. To this end, we have a strict policy of not importing or exporting hazardous waste, and instead rely on specialized vendors to transport and treat it offsite. This ensures that hazardous waste does not cross market boundaries and is managed in accordance with all applicable regulations and standards.

# Plastic footprint

We recognize that reducing our plastic footprint is a critical step towards achieving a more sustainable future. Therefore, we have implemented a variety of measures to achieve this goal. For example, we have replaced plastic water bottles with reusable glass bottles and installed water filtration systems in our facilities. We have also switched to using biodegradable materials for our packaging whenever possible, and we encourage our customers to do the same. Additionally, we have partnered with suppliers who share our commitment to sustainability and offer eco-friendly products and packaging options. Our focus on sustainable packaging solutions aligns with our broader efforts to operate in an environmentally responsible manner and minimize our impact on the planet.



# Certified and recycled paper

We understand the importance of preserving natural resources and protecting the environment. By using FSC certified office paper, we are promoting responsible forest management and reducing the impact of paper production on forests and wildlife. Our efforts to reduce plastic and promote the use of recycled and certified materials demonstrate our commitment to sustainability and creating a positive impact on the environment.

**85%**

Of recycled or certified paper purchased





# Water and energy consumption

Even though our operations are basically an office-only company with limited water consumption, we have taken steps to further reduce our impact by replacing plastic and glass bottles with a high-tech solution that uses tap water. Although our office water and energy consumption has increased due to the return of our colleagues and the resumption of normal business activities, we remain focused on mitigating our Scope 2 emissions and reducing our environmental impact. Furthermore, the adoption of a hybrid work model has led to an increase in energy consumption as more colleagues are present in the office, we remain committed to explore other ways to reduce our energy usage and carbon footprint.

**303-1**  
Total water  
consumption

**0.438 MI**

**305-2**  
Total CO<sub>2</sub> emission  
Scope 2

**137.8 t**





# Being an active community member

Our focus with our donations has always been on health and social projects.



Associazione Zenzero, aims to establish plastic collection and recycling centres in Africa while giving priority to female employment. They also promote environmental education practices to raise

public awareness on the protection and preservation of the environment. We have also supported their program on female education in African schools and universities by purchasing our complimentary “Panettone” the traditional Christmas cake, from them. Educating girls and women empowers them to create a better future for themselves and their communities.



**MERCATINO SOLIDALE DI NATALE IN AZIENDA**  
Giovedì 17 novembre  
dalle ore 12.00 alle 14.00

Potrete scegliere fra panettoni e pandori artigianali, vasetti di miele, confezioni di biscotti, prodotti per l'igiene e bellezza. L'intero ricavato sarà destinato ai programmi di sostegno scolastico e alle borse di studio per i bambini e le ragazze delle scuole e università del Ghana.



In response to the ongoing impact of the coronavirus crisis in Italy and the recent Ukrainian crisis, poverty rates have surged even in the wealthiest areas. As a result, we have committed to continuing our support for local communities in 2021 and 2022 by donating to Opera San Francesco, a charity that provides daily food assistance to those in need in Milan.

[operasanfrancesco.it](http://operasanfrancesco.it)



To further our commitment to a cleaner environment, addressing the issue of marine pollution our employees worked with Associazione Zenzero in September to clean up an area near our offices that was being inappropriately used as an open dump. We collected 60 bags of illegally abandoned waste as well as various bulky items, inspiring us to organize a second environmental day in 2023. Additionally, we plan to raise awareness of the global plastic pollution issue by collaborating with Zenzero to organize an event that focuses on collecting plastic waste from the environment. Our goal is to promote truly circular economic and consumption models that prioritize waste reduction, reuse, and recycling, creating a positive impact on the environment and society.





A close-up photograph of a hand wearing a yellow gardening glove holding a clump of dark soil with roots. The background is blurred, showing more soil and some green leaves.

# Summary Tables

# Content Index

The table below lists the indicators that are reported in this document. Each indicator is cross referenced to the chapter or section of this report.

Standard	Disclosure Title	Report section
<b>2: General Disclosures</b>		
2-1	Organizational details	About Us
2-3	Reporting period, frequency and contact point	Reporting Criteria and Period; ESG@barentz.it
2-6	Activities, value chain and other business relationships	About Us
2-7	Employees	About Us; KPIs; Invest in People
2-9	Governance structure and composition	About Us
2-22	Statement on sustainable development strategy	Our ESG Journey; A message from our Managing Director
2-23	Policy commitments	Our Support to United Nations Sustainable Development Goals; Our ESG Journey
2-26	Mechanisms for seeking advice and raising concerns	Our ESG Journey
2-28	Membership associations	Fair Business Practices
<b>3: Material Topics</b>		
3-1	Process to determine material topics	Materiality assessment; About this document; Index
3-2	List of material topics	Materiality assessment
3-3	Management of material topics	2022 ESG Review
N/A	Requirement 7: Publish a content index	index
<b>200: Economic standards</b>		
201-1	Direct economic value generated and distributed	About us
203-2	Significant indirect economic impacts	The new normal
205-2	Communication and training on anti-corruption policies and procedures	Key Performance Indicators
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Standard	Disclosure Title	Report section
<b>300: Environmental standards</b>		
302-1	Energy consumption within the organization	Key Performance Indicators
305-1	Direct (Scope 1) GHG emissions	Water and Energy Consumption; KPIs
305-2	Energy indirect (Scope 2) GHG emissions	Water and Energy Consumption; KPIs
305-3	Other indirect (Scope 3) GHG emissions	Water and Energy Consumption; KPIs
306-3	Waste generated	Managing waste; Hazardous wastes; KPIS
306-5	Waste directed to disposal	Managing waste; Hazardous wastes; KPIS
307-1	Non-compliance with environmental laws and regulations	No incidents of non-compliance with environmental laws and regulations
308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainable Procurement; KPIs
<b>400: Social standards</b>		
401-1	New employee hires and employee turnover	Key Performance Indicators
403-9	Work related injuries	Key Performance Indicators
404-2	Programs for upgrading employee skills and transition assistance programs	Invest in People
405-1	Diversity of governance bodies and employees	Invest in People
413-2	Operations with significant actual and potential negative impacts on local communities	No Operations with negative impact on local communities
414-1	New suppliers that were screened using social criteria	Sustainable Procurement
415-1	Political contributions	Barentz Service does not make any donations to political parties or groups
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance
419-1	Non-compliance with laws and regulations in the social and economic area	No issues of non-compliance with laws and regulations in the social and economic area.

# Key Performance Indicators

Our ESG agenda is designed to evolve. Barentz Service’s performances and the appropriateness of our ESG actions is monitored to identify area for improvement and – when needed – to define and implement corrective actions.

On the basis of the insights gained from in-depth interactions with our counterparts in the Corporate ESG Committee and the results of our materiality assessment, we will define the medium-term target to keep monitored to make sure our ESG program will continue to evolve.

ESG Pillar	GRI Standard	KPI
Invest in People	405-1	% Of senior management positions held by women
Invest in People	403-2	Number of workplace accidents with lost time
Fair Business Practices and Sustainable Procurement	-	Number of material breaches of laws and regulations
Fair Business Practices and Sustainable Procurement	205-2	Number of material breaches of ethical and fair business practices
Fair Business Practices and Sustainable Procurement	205-2	% Of employees who have successfully completed the annual knowledge review on the Code of Conduct and ethical business behavior
Mitigate our environmental footprint	-	Percentage weight obsolete stock on weight of products sold
Mitigate our environmental footprint	307-1	Number of environmental incidents in external warehouses
Mitigate our environmental footprint	307-1	Number of environmental incidents during transportation
Invest in People	401-1	Total headcount on 31 <sup>st</sup> December
Invest in People	102-8	Total number of male employees on 31 <sup>st</sup> December
Invest in People	102-8	Total number of female employees on 31 <sup>st</sup> December
Invest in People	102-8	Total number of employees on permanent contracts on 31 <sup>st</sup> December
Invest in People	102-8	% Of employees on permanent contracts on 31 <sup>st</sup> December
Invest in People	-	% Of employees on temporary contracts on 31 <sup>st</sup> December
Invest in People	405-1	Number of male employees on 31 <sup>st</sup> December
Invest in People	405-1	Number of female employees on 31 <sup>st</sup> December
Invest in People	405-1	% Of female employees on total number of employees on 31 <sup>st</sup> December
Invest in People	405-1	% Of male employees on total number of employees on 31 <sup>st</sup> December
Invest in People	405-1	% Of employees 29 years of age and below on 31 <sup>st</sup> December
Invest in People	405-1	% Of employees between 30 and 39 years of age on 31 <sup>st</sup> December
Invest in People	405-1	% Of employees between 40 and 49 years of age on 31 <sup>st</sup> December
Invest in People	405-1	% Of employees between 50 and 59 years of age on 31 <sup>st</sup> December



Units of measurement	2021 Result	2022 Result	SDG	Description	SDG Target
%	28,6	28,6	5	Gender Equality	5.1
number	0	0	8	Decent Work and Economic Growth	8.8
number	0	0	16	Peace, Justice and Strong Institutions	16.3
number	0	0	16	Peace, Justice and Strong Institutions	16.5
%	100%	scheduled 2023	16	Peace, Justice and Strong Institutions	16.5
%	8.5%	3.3%	12	Responsible Consumption and Production	-
number	0	0	16	Peace, Justice and Strong Institutions	16.3
number	0	0	16	Peace, Justice and Strong Institutions	16.3
headcount	52	54	8	Decent Work and Economic Growth	8.5+8.6
FTE	14	18	8	Decent Work and Economic Growth	8.5
FTE	38	36	8	Decent Work and Economic Growth	8.5
FTE	50	53	8	Decent Work and Economic Growth	8.5
%	96	98.14	8	Decent Work and Economic Growth	8.5
%	Not measured	1.86	8	Decent Work and Economic Growth	8.5
FTE	14	18	5	Gender Equality	5.1
FTE	38	36	5	Gender Equality	5.1
%	73,08	66,67	5	Gender Equality	5.1
%	26,92	33,33	5	Gender Equality	5.1
%	9,61	9,25	8	Decent Work and Economic Growth	8.5
%	26,92	25,92	8	Decent Work and Economic Growth	8.5
%	25	24,1	8	Decent Work and Economic Growth	8.5
%	28,85	33,33	8	Decent Work and Economic Growth	8.5

ESG Pillar	GRI Standard	KPI
Invest in People	405-1	% Of employees 60 years of age and above on 31 <sup>st</sup> Decemberr
Invest in People	405-1	% Of senior management positions held by women
Invest in People	401-1	Number of employees hired during the reporting period
Invest in People	404-1	Number of voluntary departures of employees during the reporting period
Invest in People	404-1	Number of involuntary departures of employees during the reporting period
Invest in People	401-2	% Of vacation days taken at year end vs. holiday entitlement
Invest in People	404-3	Total number of internal promotions during the reporting period
Invest in People	404-3	Number of vacancies / open positions during the reporting period
Invest in People	404-1	Number of employees who have attended at least one training during the reporting period
Invest in People	404-1	Total number of training hours attended by employees during the reporting period
Invest in People	404-1	Average number of training hours by company employee during the reporting period
Invest in People	403-2	Number of workplace accidents with no lost time
Invest in People	403-2	Number of workplace accidents with lost time
Invest in People	403-2	Total number of lost days due to workplace accidents
Invest in People	403-2	Workplace accident frequency rate
Invest in People	403-2	Workplace accident severity rate
Invest in People	403-2	Rate of sickness
Fair Business Practices and Sustainable Procurement	205-2	Number of employees having participated in the annual knowledge review on the code of Conduct and ethical business behavior
Fair Business Practices and Sustainable Procurement	205-2	Number of employees having successfully completed the annual knowledge review on the code of Conduct and ethical business behavior
Fair Business Practices and Sustainable Procurement	205-2	% Of employees having successfully completed the annual knowledge review on the Code of Conduct and ethical business behavior
Mitigate our environmental footprint	302-1	Consumption of electricity
Mitigate our environmental footprint	302-1	Quantity of electricity from renewable sources
Mitigate our environmental footprint	302-1	Consumption of natural gas for buildings
Mitigate our environmental footprint	306-2	Weight of generated waste (hazardous & non-hazardous) in own warehouses
Mitigate our environmental footprint	-	Weight of total paper purchased
Mitigate our environmental footprint	-	% Of recycled or certified paper purchased
Mitigate our environmental footprint	305-1	Total CO <sub>2</sub> emissions Scope 1

Units of measurement	2021 Result	2022 Result	SDG	Description	SDG Target
%	9,62	7,4	8	Decent Work and Economic Growth	8.5
%	28,6	28,6	5+8	Gender Equality/Decent Work and Economic Growth	5.5; 5.1; 8.5
headcount	4	13	8	Decent Work and Economic Growth	8.5+8.6
headcount	1	11	8	Decent Work and Economic Growth	8.5+8.6
headcount	1	0	8	Decent Work and Economic Growth	8.5+8.6
%	92.58	89.20	8	Decent Work and Economic Growth	8.5
number	1	0	8	Decent Work and Economic Growth	8.5
number	3	3	8	Decent Work and Economic Growth	8.5
headcount	52	54	4	Quality Education	4.3+4.4+4.5
hours	1569.90	1346.8	4	Quality Education	4.3+4.4+4.5
hours/head count	30.19	24.94	4	Quality Education	4.3+4.4+4.5
number	0	0	3	Good Health and Well-being	3.6
number	0	0	3	Good Health and Well-being	3.6
days	0	0	3	Good Health and Well-being	3.6
%	0	0	3	Good Health and Well-being	3.6
%	0	0	3	Good Health and Well-being	3.6
%	5,58	2.50	3	Good Health and Well-being	3.6
number	50	scheduled 2023	16	Peace, Justice and Strong Institutions	16.5
number	50	scheduled 2023	16	Peace, Justice and Strong Institutions	16.5
%	96,1	scheduled 2023	16	Peace, Justice and Strong Institutions	16.5
kWh	131.337	149.400	13	Climate Action	13.1
%	0	31%	13	Climate Action	13.1
kWh_PCS	97.482	182.870	13	Climate Action	13.1
t	22,8845	16,1944	12	Responsible Consumption and Production	12.4+12.5
t	0,24	0,19	12	Responsible Consumption and Production	12.4
%	50	85%	12	Responsible Consumption and Production	12.4
tCO <sub>2</sub>	0	0	13	Climate Action	13.1

ESG Pillar	GRI Standard	KPI
Mitigate our environmental footprint	<b>305-2</b>	Total CO <sub>2</sub> emissions Scope 2
Mitigate our environmental footprint	<b>305-3</b>	Total CO <sub>2</sub> emissions Scope 3
Mitigate our environmental footprint	<b>305-2</b>	Total CO <sub>2</sub> emissions (tCO <sub>2</sub> e)
Mitigate our environmental footprint	<b>303-1</b>	Total water consumption from all areas in megaliters
Fair Business Practices and Sustainable Procurement	-	% Of Suppliers and Principal with an ESG program in place
Fair Business Practices and Sustainable Procurement	-	% Of suppliers and principals that have signed our Supplier code of conduct
Fair Business Practices and Sustainable Procurement	-	% Of turnover generated by ESG assessed Suppliers
Invest in People	<b>404-3</b>	% Of eligible employees who have received an annual appraisal during the reporting period
Fair Business Practices and Sustainable Procurement	-	% Of Buyers who have completed Ecovadis Academy: Introduction to Sustainability and Sustainable Procurement Policy

Units of measurement	2021 Result	2022 Result	SDG	Description	SDG Target
tCO <sub>2</sub>	101,9	137,8	13	Climate Action	13.1
tCO <sub>2</sub>	Not measured	Not measured	13	Climate Action	13.1
tCO <sub>2</sub>	101,9	137.8	13	Climate Action	13.1
MI	0,167	0,438	6	Clean Water and Sanitation	6.4
%	33,1	56.6	-	-	-
%	30,7	60	-	-	-
%	52,9	82	-	-	-
%	Not measured	100%	-	-	-
%	not measured	100%	-	-	-



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We appreciate your feedback