

2021 Sustainability Report



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MARINA NISSIM

Executive Chairwoman



*"We strive every day
to ensure that the growth
of our Group can be
reinvested for the benefit
of communities
and the environment."*

Together for the future

2021 was an important year for the Bolton Group's sustainable and responsible development. The acquisition of **Wild Planet** and **The Tuna Store** in the US consolidated our presence in the international tuna market and strengthened our efforts to produce sustainable canned fish. Wild Planet has always sold 100% responsibly fished tuna, using pole and line and handline fishing methods.

We expanded our footprint in the home care sector thanks to the acquisition in Italy of **Madel**, a company renowned for its strong commitment to offering high-quality home care products with a low environmental impact, under the **Winni's** brand. This enabled us to acquire significant know-how relating to the research and development of green products and to increase our production capacity in this strategic segment.

We strengthened our sustainable development governance, by creating a new central function, and reinforced sustainability teams in the Business Units. We set up a **Sustainability Advisory Board**, a committee of experts in various disciplines to support us along our journey towards sustainable development. With their help,

we observe and explore the global evolution of sustainability issues so that we can identify increasingly challenging goals for our organisation.

We revitalised our transformative partnerships, renewing our partnership with the **WWF®** for a further four years, with even more ambitious goals in terms of responsible fishing and protecting the health of our oceans. With **OXFAM**, we are continuing our journey towards the development of fairer and more inclusive supply chains and we worked on setting new standards of social sustainability in our policies.

Our strategic plan and the accomplishment of practical actions continue and confirm the Group's commitment in support of the **Ten Principles** of the **United Nations Global Compact**. We see the Global Agenda and Sustainable Development Goals as a guiding light, showing the way to more inclusive and responsible development.

I firmly believe that our companies have the power to influence the world we leave to the **generations to come**, so we strive every day to ensure that the growth of our Group can be reinvested for the benefit of communities and the environment.



Our identity

Bolton Group is an Italian family owned company that has been producing and marketing a wide range of high-quality, consumer products for over 70 years.

Its portfolio in the **Food, Home care, Personal care, Beauty care** and **Adhesives** sectors boasts over 60 successful brands which enter 100 million households in over 150 countries in the world, every day.

With products sold in **retail chains, health and beauty stores, pharmacies and specialist stores**, it has revenue of over € 2.8 billion.

With a very extensive product portfolio, Bolton Group operates through its Business Units:

- *Food*
- *Tuna Supply*
- *Home & Personal Care*
- *Adhesives*
- *Beauty Care*

Bolton Group has, in recent decades, undertaken a major internationalisation path. The Group is present in more than 150 countries and has sales offices all over the world.

Bolton employs over **11,000 people** and, in some communities, plays a key role in generating employment through its sites, offices and fleets.

60 offices

11,000 people

150 countries in the world

17 production sites

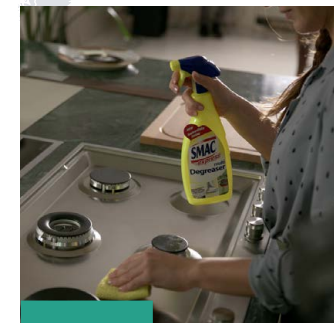
17 fishing vessels

60 brands

100 million households



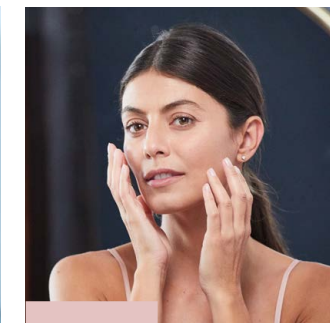
Food & Tuna Supply



Home Care



Personal Care



Beauty Care



Adhesives



Sustainable development plan

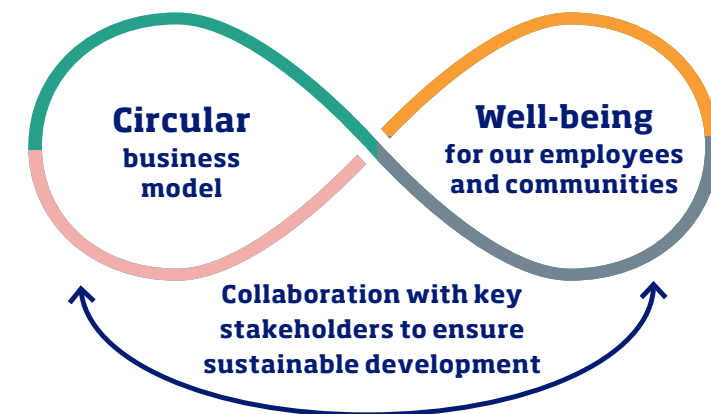
Our approach

The Bolton Group's mission is to **generate value** responsibly, distributing it fairly among all those involved in the supply chain and in the communities concerned.

Through its iconic brands and high-quality everyday products, Bolton participates in the lives of millions of families around the world, offering them solutions to a variety of needs and seeking innovations for a more sustainable lifestyle.

Our sustainability strategy is outlined by two essential elements: **nature** and **people**. "Circularity of the business model" and "individual well-being" are the two pillars that guide us every day in our efforts to lend substance to our commitment and leave a better world for future generations.

We want to ensure that future generations prosper



Sustainable Development Governance

In 2021, Bolton Group defined a new governance.

The Group Sustainable Development Director reports directly to our Board, thus bringing environmental and social issues to the centre of the Group strategy.

The central function has a role in coordinating the activities implemented by the Business Units for a more sustainable business development. For each Business Unit, **Heads of Sustainability** have been identified with dedicated teams that report to the CEOs or General Managers of the Business Units.

As of 2021, the Group will have the support of a **Sustainability Advisory Board**, made up of external, independent members from different sectors, with the task of stimulating and enriching Bolton Group towards a more sustainable development path, through periodic discussions with the Board.

Objectives & results

We are aware that sustainability is a journey and, to monitor its progress, we have committed to a series of targets by 2025. Starting in 2021, we have extended the scope of our targets to Tri Marine**.

CIRCULARITY	STRATEGIES	OBJECTIVES	2021
Sourcing	USE SUSTAINABLE RAW MATERIALS AND INGREDIENTS	■ Reach 100% of tuna from responsible fishing for Rio Mare, Isabel, Saupiquet, Cuca and Palmera branded products ¹	69%
		■ Design 100% recyclable and reusable packaging ²	86%
	REDUCE THE ENVIRONMENTAL IMPACT OF PACKAGING	■ Use 40% recycled or bio-based plastic packaging	12%
		■ Use 100% zero-deforestation paper (FSC® or PEFC certified, or recycled)	78%
Production	ENSURE OUR PORTFOLIO HAS A CLEAR FOCUS ON SUSTAINABILITY	■ Apply circularity criteria to 70% of production volumes	71%
	REDUCE THE ENVIRONMENTAL FOOTPRINT OF OUR OPERATIONS (SITES, FLEETS, LOGISTICS)	■ Reduce levels of CO ₂ emissions in relative terms by 20% (CO ₂ equivalent in finished products) in our facilities ³	-17%
		■ Use 100% electricity from renewable sources ⁴	81%
	REDUCE WASTE AND MAXIMISE WASTE RECOVERY	■ Recover or recycle 100% of waste produced by our sites ⁵	95%

** Tri Marine is one of the main suppliers of tuna in the world and a leader in sustainability in its sector: it has certified some supply chains according to the MSC® standard, it adopts the principles of the "Seafood Task Force" and is engaged in activities to protect the marine ecosystem and resources.

1 Objective to be achieved by 2024.
2 Excluding adhesive products, due to technological constraints in the recycling chain.
3 Baseline 2017, excluding acquisitions made since 2019.
4 Excluding the production site in Noro, in the Solomon Islands.
5 This means that around 95% of the waste we produce is already recycled or recovered (including waste-to-energy systems).

WELL-BEING	STRATEGIES	OBJECTIVES	2021
Employees	PROMOTE A CULTURE OF SAFETY	■ Reduce the frequency of injuries every year, with the aim of eliminating them	11.5%
	GUARANTEE EQUAL OPPORTUNITIES FOR ALL	■ 40% of senior management positions to be held by women	18%
	IMPROVE EMPLOYEE WELL-BEING AND ENGAGEMENT	■ Improve the Trust Index of our employees (using the Great Place to Work method), passing the market benchmark ⁶ of 71%	68%
Community	SUPPORT VULNERABLE PEOPLE	■ Reach over 5 million vulnerable people through our products	4.1 mln

⁶ This figure refers to the results of the first assessment questionnaire carried out between 2020 and 2021 in all Business Units except Tri Marine.



Partnerships and initiatives

The Bolton Group considers **transformational partnerships** to be key to its development strategy, as they act as generators of positive change and value for society.

Bolton has been co-operating with the **WWF®** for many years with regard to fishing. A path has been drawn to forward more **sustainable fishing**, with the ultimate aim of protecting the health of the oceans and the livelihoods of the communities that depend on them. This collaboration includes the adoption of precise criteria for the sustainable sourcing of fish; greater transparency and traceability of products; advocacy activities and communication and engagement campaigns aimed at consumers.

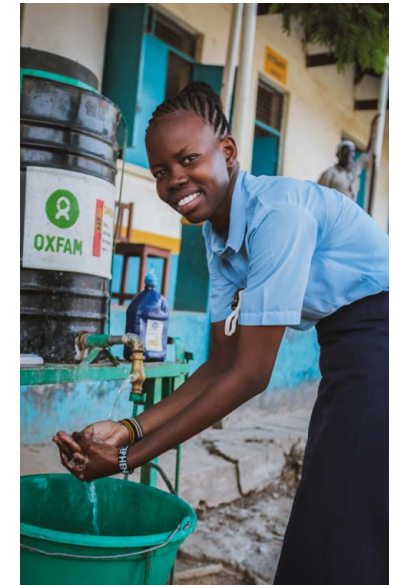
In 2021, the collaboration between the WWF® and Bolton was extended and a joint working table was set up to analyse the sustainability of the Group's packaging and identify paths for improvement, focusing particularly on a more responsible use of plastics.



Since 2020, the Group has been working with **Oxfam** to **promote food supply chains that are fairer and more sustainable** for the environment and the people who work in them. The aim of the partnership is to ensure inclusion, elimination of inequalities, gender equality, respect for human rights and safe working conditions for all those who work in the fish supply chain.

The partnership envisages the updating of existing company policies for the respect of employees' rights; the implementation of a solid *due diligence* process in countries that are strategic to the tuna supply chain using the *Human Rights Impact Assessment*; the definition of a constant monitoring system; and continuous communication of the commitments made in order to bring about positive change in the sector and improve the well-being of the communities where we are present.

In March 2021, we joined the **United Nations Global Compact**, the world's biggest sustainability initiative in the world, with over 15,000 businesses from more than 165 countries participating. This is a call to action for the business world, which is asked to align strategies and projects with Ten Universal Principles of respect for human rights, the environment, labour and anti-corruption practices, and to support the advancement of the Sustainable Development Goals promoted in the 2030 Global Agenda. To make this participation effective, the Bolton Group regularly takes part in the activities of local Global Compact networks in **Italy** and **Spain**.





Our creation of value

Our creation of value

We are aware that we have a great responsibility towards the people who choose our products every day and to all those who are involved along our supply chains.

That is why we are committed to researching ingredients, formulas and packaging that are increasingly responsible, respecting the environment and people. Our mission is to generate value, economic growth and profit growth, but also environmental value for the Planet that hosts us and human and social value for the communities and for all our employees.

On your table

- **49 food supply chains**, the most important being fish which accounts for 80% of the total animal raw materials purchased by the Group
- **500,000 tonnes of tuna** processed every year in our factories owners in Italy, Spain, Ecuador, Colombia, Morocco, Solomon Islands
- Approximately **70% tuna caught by MSC-certified** supply chains or involved in solid and credible fisheries improvement projects
- **2 transformational partnerships** and **3 supply chain collaborations**: WWF®, OXFAM, ISSF, Seafood Taskforce, GGGI
- Solomon Islands supply chain: **MSC** and **Fair Trade US certified**
- **95% of packaging is recyclable** and **95% of paper** comes from recycled and/or **FSC®-certified** sources

On your skin

- **2 manufacturing plants in Italy** and a network of more than 60 external partners for the production of personal care products
- **4 brands increasingly focused on the use of ingredients of natural origin**: Omia, Acqua alle Rose, Neutro Roberts, Cavaillès
- **Collistar Clean Research®**: a beauty philosophy with simplified formulas and sustainably extracted Italian ingredients
- Collaboration with Marche University in the **development of eco-friendly sunscreens**
- **88% of personal care product** packaging is **recyclable** and **96% of beauty care product** packaging is **recyclable** or **reusable**
- **8 packaging innovation projects awarded by CONAI (Italian National Consortium)** for more sustainable personal care and beauty care products with an overall saving of 155 plastic tonnes



In your home, at school and at work

- **2 manufacturing plants** in Italy and a network of **19 external partners** for the production of home care products
- **2 production plants** in **Germany** and the **Netherlands** for the production of our adhesives products and more than **300 suppliers** of raw material
- 2 best-in-class in our assortment:
 - **WC Net Natural Power** certified **Ecolabel EU**
 - **UHU ReNature** certified **Nordic Swan Ecolabel** with 98% of ingredients of natural origin and sustainable packaging
- **84% of home care products** have **recyclable packaging**;
92% of adhesives products use recycled and/or **FSC®-certified paper**;
15% of the plastic used for our home care products is **recycled** or **bio-based**;
27% of renewable raw materials in our **adhesives products** formulations
- **6 packaging innovation projects** awarded by **CONAI** for our home care products which contributed to a total saving of around 1,400 tonnes of virgin plastic



In our communities

- About **two thirds of the added value was distributed** to employees, the local community and public administration
- In our 17 production plants, **86% of the electricity used comes from renewable sources**
- **-20% work related injuries frequency** thanks to continuous training and prevention measures
- **4 fleets and 17 fishing vessels** located in 3 oceans, all registered in the PVR register and subject to annual audits their compliance to the ISSF conservation measures
- **6,000 people impacted by our educational and social projects** in Ecuador and Morocco
- Over 4 million products donated to people in need in one year

2021 sustainable business



The **Sustainability Advisory Board** was created: a team of independent experts in support of sustainable development.



Tri Marine has contributed to the **MSC certification of the Pole and Line supply chain** in Indonesia, actively sustaining local suppliers.



Bolton Group joins the world's largest corporate citizenship initiative: the **The United Nations Global Compact**.



Rio Mare: in Italy 100% of "Insalatissime" tuna-based products are MSC certified.



Project **Hopper**: a new device has been developed and tested to reduce accidental fishing by Atunera Dularra fleet.



3 new acquisitions for a more sustainable business.



Isabel: first brand in the world to sell tuna 100% **APR** certified (*Atún de Pesca Responsable*).



Saupiquet: natural tuna is 100% MSC certified.



Launch of **Via Alizé**: this new purse seine fishing vessel uses state-of-the-art technology to reduce environmental impact.



All new products have been formulated according to the "**Collistar Clean Research**" philosophy, our guideline for effective, essential and sustainable formulas.



All **Collistar** sun creams contain 100% coral friendly filters compliant with the Hawaiian Reef Bill.



UHU ReNATURE has received Nordic Swan Ecolabel certification for its formula with natural ingredients and sustainable packaging.



We have partnered with **OXFAM** to guarantee respect for human rights across the tuna supply chain.



The **Home & Personal Care** Business Unit has been rewarded by Federchimica for its commitment to the development of sustainable packaging.



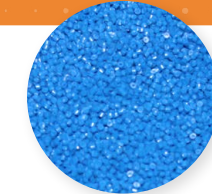
The **Adhesives Business Unit** launched a collaboration with Repair Café International Foundation and the "Waste? Just fix it!" campaign to promote circularity.



WWF: the partnership with the Food Business Unit for more sustainable fishing was strengthened and a new collaboration focused on sustainable packaging was launched with the Bolton Group.



96% of Collistar packaging is now **recyclable** or **reusable**.



Almost **2,200 tonnes** of virgin plastic were saved in home and personal care products, thanks to the use of **recycled** or **bio-based plastic**.



Neutro Roberts launched **EcoDeo**, **Cavallès** bath foams attained Cosmos organic certification and **Omia** launched a new range containing Aloe from Salento.

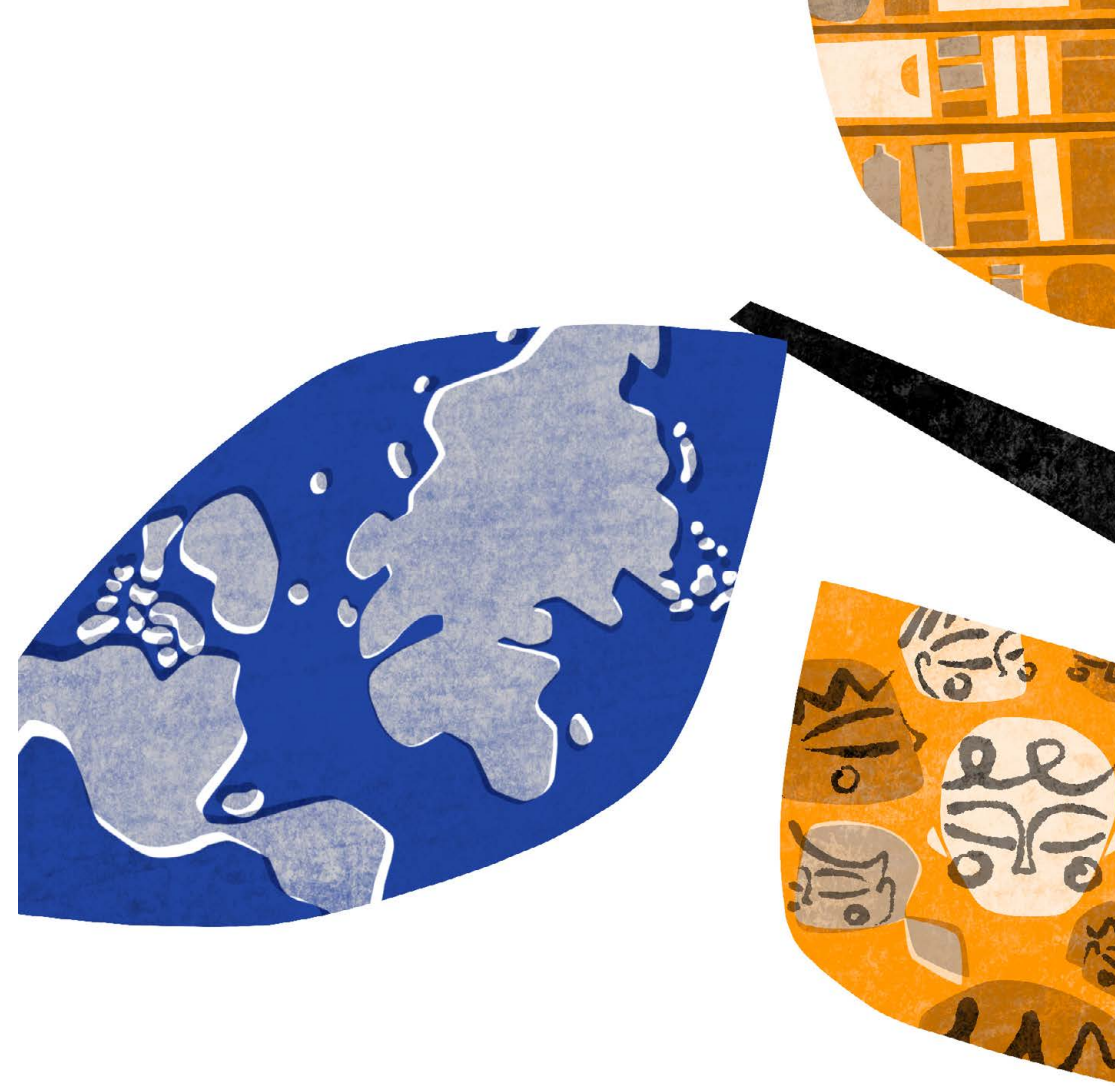


100% renewable electric energy used in our Adhesives plants, in Bühl (Germany), Goes (The Netherlands) and in our distribution centers in Greffern (Germany) and Goes as of January 2022.

THANK YOU

Fernando Cabelo

Award-winning illustrator born in Venezuela and based in Italy, where he works with visual metaphors and essential images. His clients include *The New York Times*, *The United Nations*, *Google*, *La Repubblica*, *The Washington Post*, *TED*, *Zanichelli*. Moreover, his work has been recognized by the Society of Illustrators of New York, Autori di Immagini, The Association of Illustrators of UK, American Illustration among other important illustration bodies.



Find out more about all our commitments on
www.boltongroup.net



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