

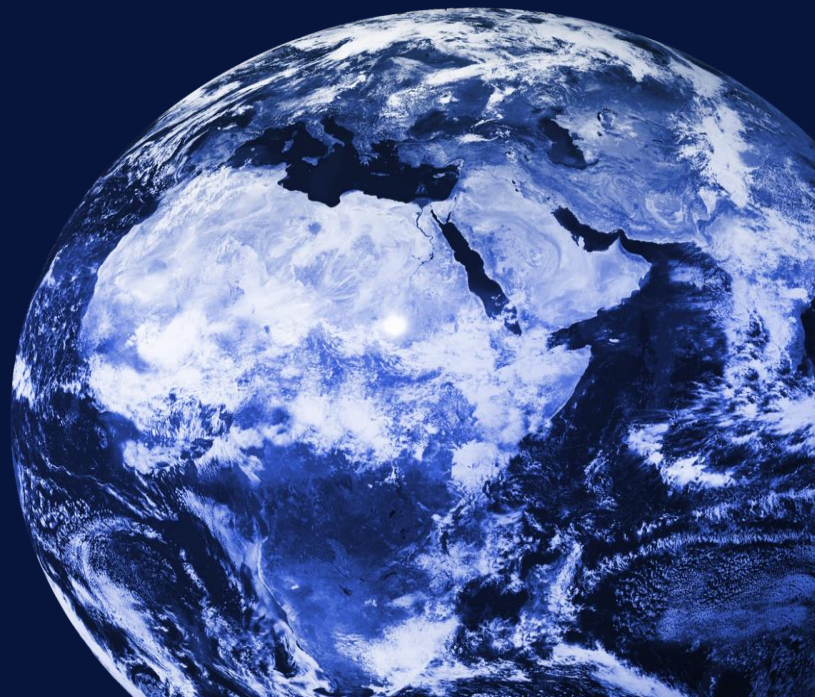


**SAVINO DEL BENE**

Global Logistics and Forwarding Company

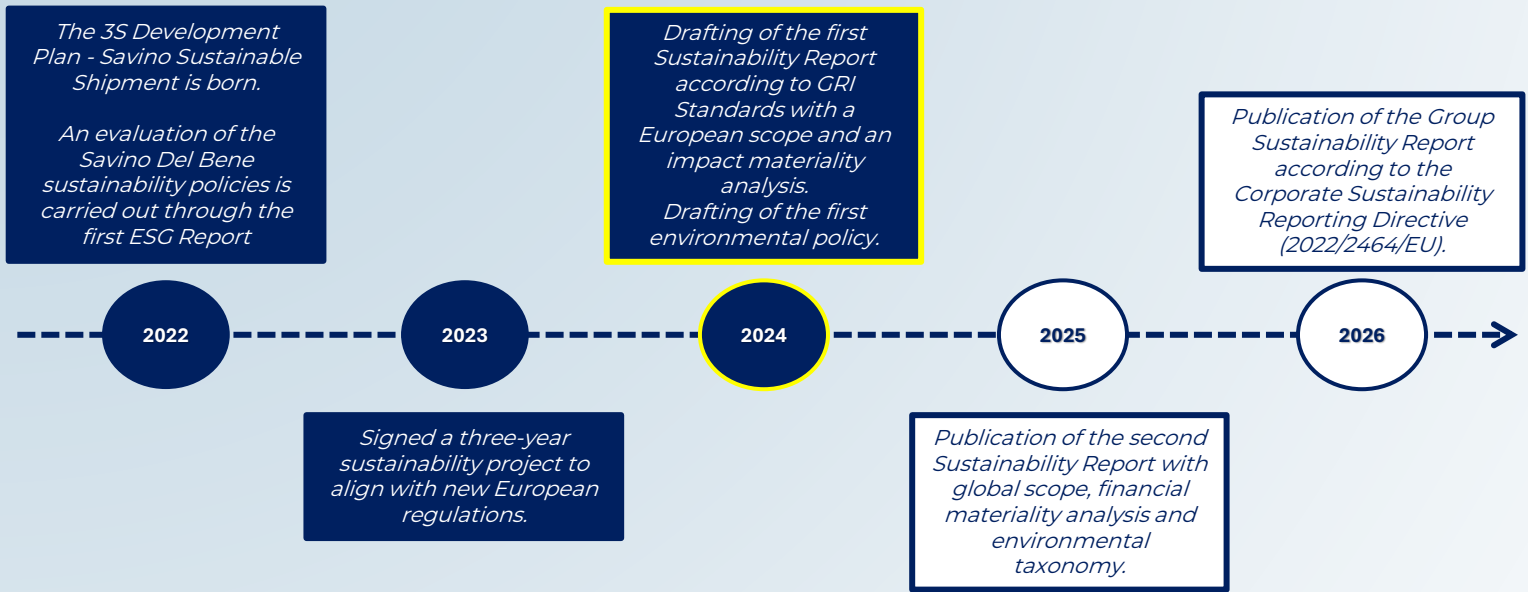
# Sustainability Report 2023

*Informative summary*





# The roadmap



# Material topics identified

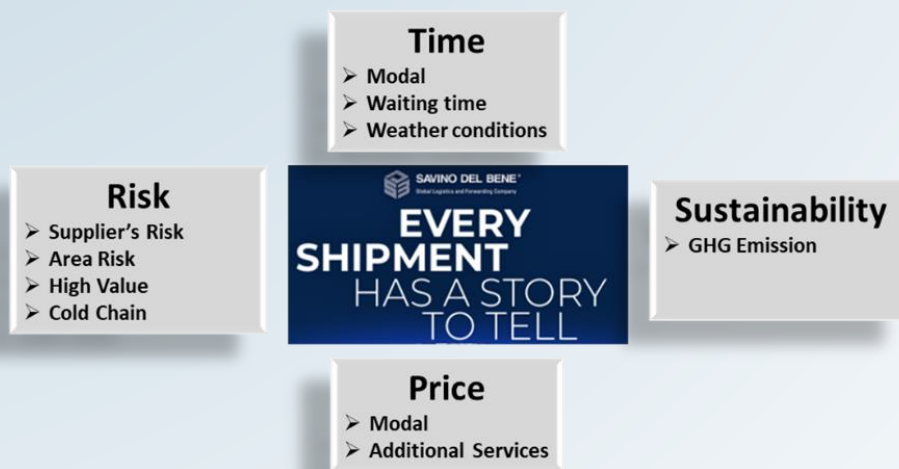




# The relationship with our suppliers and customers

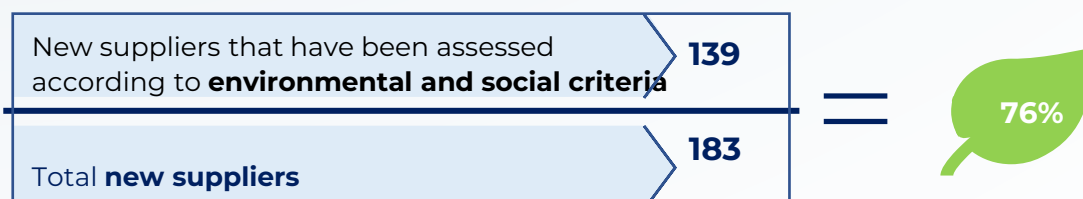
The role of the Savino Del Bene group is to support customers in the best way possible towards choices consistent with their needs, aware that the trend is towards an increasingly virtuous supply chain from an environmental point of view. Considering the direct and indirect effects that its business activities may determine, the commitment is to implement an **environmental sustainability management strategy** that includes programmes aimed at reducing the impact on the ecosystem and the monitoring of specific KPIs.

The environmental sustainability management strategy is thus included in the business and is one of the key factors to be integrated in the identification of customer-specific solutions.



The Group is integrating **Green Procurement practices, supplier evaluation and CO2e reporting services** to foster the development of an increasingly interconnected and sustainable supply chain:

Sales proposals	ESG scoring	Controlling	CO2e reporting
The company provides in its business proposals the estimated CO2e emitted by the relative shipment.	Sustainability rating with which suppliers are monitored and assessed by the Group as part of the internal qualification system.	All stages of dispatch are monitored to ensure immediate control and risk analysis of the specific service offered.	The company provides the measurement of shipping-related CO2e emissions through a platform based on the GLEC Framework and compliant with ISO 14083.



\*Present data refer to the European subsidiaries of the Savino Del Bene Group

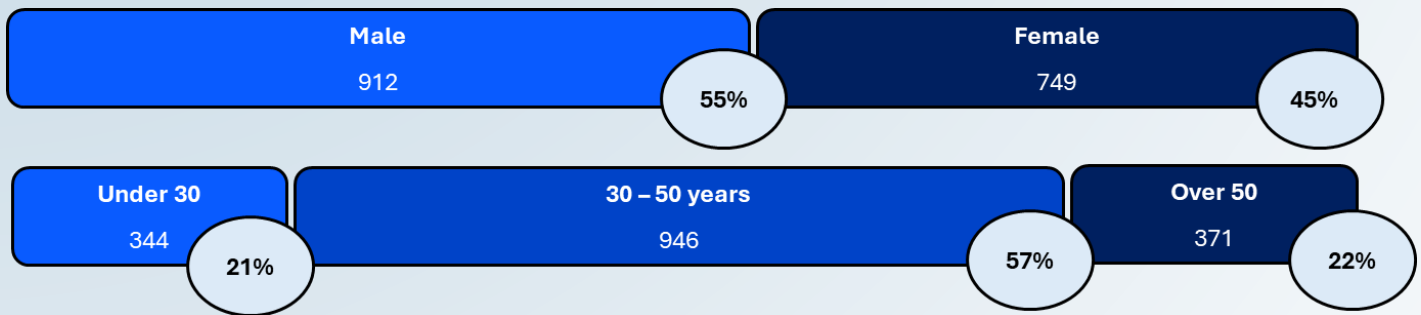


# The value of our human capital




One of Savino Del Bene's assets is its human capital. Employees are the company's most important asset and the real added value of the company thanks to their passion, competence and high specialisation.

An important asset of Savino Del Bene's human capital lies in its **multiculturalism and diversity**. In fact, with over 330 offices scattered all over the world, it incorporates very different cultures and gathers from each one the strengths that distinguish it.

As at 31 December 2023, the Savino Del Bene team in the **European perimeter** is made up of **1,661 people**, distributed as follows:



In 2023, 14,616 hours of training were conducted through an online e-learning platform, with an average of 15.56 hours per employee. The **training** provided covers various areas of the company's business, from safety to technical and cultural training. In addition to the training provided through the e-learning platform, training is also provided through in-person or online courses.

	2022	Average	2023	Average	Δ%
	3.160	8,18	5.692	13,94	+80%
	4.307	8,56	8.923	16,80	+107%
	<b>7.468</b>	<b>8,40</b>	<b>14.616</b>	<b>15,56</b>	<b>+96%</b>



Also with a view to **talent attraction and retention**, Savino Del Bene considers it essential to carefully look after the professional growth of individual employees, the progress of their careers and their loyalty. This is why ad hoc training programmes have been created, such as the **Campus Training Program**, the **NEXT-New Expert for Tomorrow** and the **Global Talent Program**.

\*Present data refer to the European subsidiaries of the Savino Del Bene Group





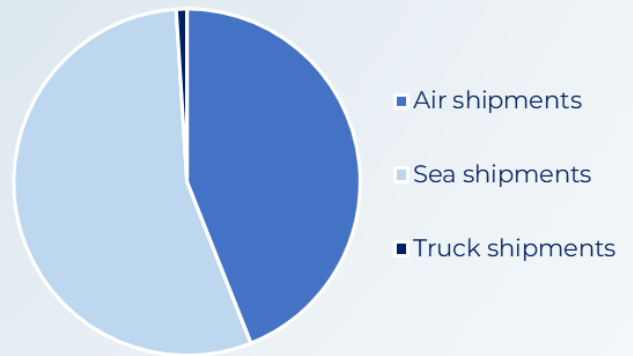
# Environmental stewardship

The Group seeks constant progress in its environmental performance through the QHSE Team. In order to monitor the issue and achieve new objectives, a **UNI EN ISO 14001:2015 certified environmental management system** has been developed at the Scandicci Headquarters and at the Florence headquarters.

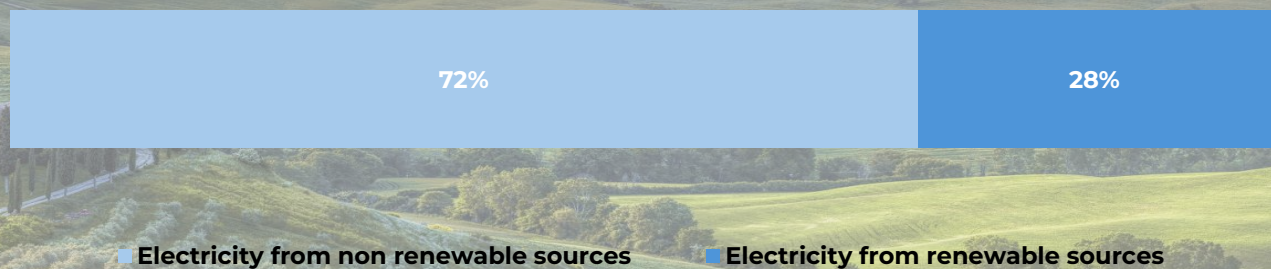
In addition, since this year the Group has had an **Environmental Policy** that aims at quantitative monitoring of the issue, based on the guidelines of the manual 'Key Performance Indicators for Environmental Sustainability'. This manual is the result of an industry study conducted by FEDESPEDI in collaboration with LIUC University and thirteen logistics companies, including Savino Del Bene.

Emissions scope 3.1

The results of the **scope 1, scope 2 and corporate scope 3** emissions analyses clearly show the prevalence of indirect emissions due to third-party goods and services (scope 3.1 category). The latter, in fact, account for **more than 99% of the total emissions** of the scope analysed, of which about 55% are due to sea transport and about 44% to air transport. The share of land transport is less than 1%.



As far as the Group's direct environmental impacts are concerned, the main source is **energy consumption**. For this reason, the Company is moving to try to increase the share of energy consumed from renewable sources. For the Scandicci and Florence sites, a contract has been signed with an electricity supplier that guarantees **100% supply from renewable sources**. By the end of 2023, the installation of **two photovoltaic systems** in the warehouses located in the provinces of Livorno and Milan has been completed, with a capacity of 509,300 kW and 248,755 kWp, respectively. This project will allow the Group to self-produce renewable electricity and reduce its carbon footprint.



\*Present data refer to the European subsidiaries of the Savino Del Bene Group