

2024

SUSTAINABILITY REPORT



THANKS TO OUR FIRST SUSTAINABILITY REPORT, OUR COMMITMENT BECOMES FULLY TRANSPARENT

Through our work, we help coffee enhance
its positive impact on both people and the planet.
To realise this vision, the coffee sector must evolve
driven by each individual.

This change is possible when we all become more aware.
Our purpose is to nurture people's awareness to lead
transformation together.

AWARENESS FOR CHANGE



GOVERNANCE

① BOARD OF DIRECTORS

Gender balance is a measurable commitment. With equal representation of **2 men and 2 women** on our board, we demonstrate our dedication



② STRATEGY DEPLOYMENT TEAM

A group made up of **3 board members and 5 employees** defines the **company's long-term strategy** and develops its **strategic projects** through a shared, cross-functional approach focused on continuous improvement.

At our company, we believe in making decisions that reflect our values. Our **Board's gender balance** and the **inclusion of employees in our strategic team** are not just statistics—they're a testament to our commitment to **diversity** and collaboration in **shaping the future together**.

③ TRANSFORMATION INTO A SUSTAINABLE COMPANY

A strategic project entirely dedicated to sustainability. The first tangible step in this journey was conducting a **Sustainability Assessment**, enabling us to establish a **clear picture of the company's current ESG profile**, encompassing its environmental and social impacts, as well as its governance practices. The analysis revealed **several key strengths**, such as our focus on product quality, strong stakeholder relationships, and early investments in environmental efforts. It also pointed out opportunities for growth and improvement, which will guide our priorities in the years ahead.

ENVIRONMENT

① TRACEABILITY TO THE PRODUCER

50% of all our coffees

88% of Le Piantagioni del Caffè branded coffees

② BIODIVERSITY

REGENERATIVE AGRICULTURE

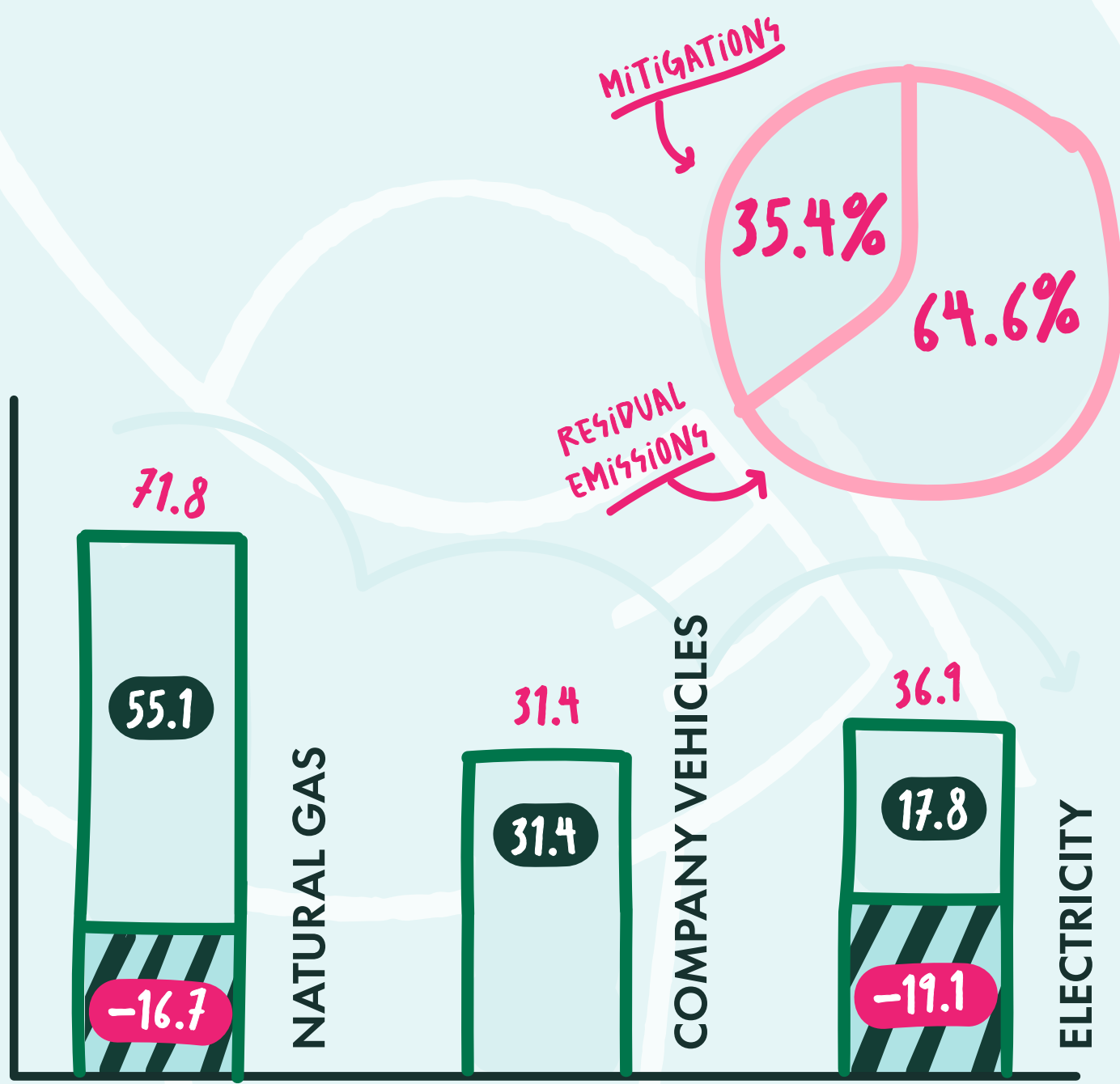
Direct Trade sourcing from producers who employ regenerative agriculture (from FAF Coffees – Brazil)

COMPANY GARDEN

Covering 8.5% of the area of our building, it provides a safe haven for local bird species

③ EMISSIONS

2024 Net Emissions Balance
Initial Total: 104.23 tCO₂eq
Residual: 67.37 tCO₂eq



SOCIAL

① OUR PEOPLE

16 employees, all on permanent contracts

Women hold key roles in Sustainability, R&D, Purchasing, and Commercial Coordination

An average salary level 9.63% higher than the one prescribed in the national collective labour agreement for each job level.

**0 INJURIES
IN 2024**

② WELFARE

- ✦ Supplementary healthcare coverage
- ✦ Balanced working hours: 25,685 total hours, with only 201 overtime hours (just 0.78% of the total)
- ✦ Social spaces: a garden equipped for lunch breaks and team-building activities
- ✦ Monthly all-hands meetings for internal sharing, followed by a shared lunch
- ✦ Free BLSD training (Basic Life Support and Defibrillation) provided to all employees
- ✦ Idea submission box for staff feedback

③ TRAINING

**932
HOURS**

of training provided to employees, including:

➔ **428 hours** completed by men

➔ **504 hours** completed by women

**500
HOURS**

of training provided to board members and external sales staff

④ LOCAL COMMUNITIES

We supported the **Meyer Children's Hospital**, the **LeggerMente Literary Festival**, and the theatre production **Moby Prince 3.0**, a project dedicated to schools in Livorno.



Methodological Note

Our sustainability report is **prepared on a voluntary basis** in accordance with the Voluntary Sustainability Reporting Standards for non-listed SMEs (EFRAG VSME).

We have selected “Option A: Basic Module” and supplemented it with additional information.



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THE REPORT



THANKS!

