

OUR KEY 2022 SUSTAINABLE DEVELOPMENT ACHIEVEMENTS





“ Bolton Group has worked tirelessly during the year to consolidate its journey. The new sustainability governance has become fully operational, giving to social and environmental topics a more central role in our strategic plans and in the daily work of our Business Units.

We have reviewed our strategic framework and given new impetus to our transformative approach. We have relaunched our commitments and defined new goals to be achieved in the medium and long term.

Looking ahead, I believe that with the support of experienced partners and passionate and motivated employees, we are ready to face future challenges with confidence and determination.

Together we will thrive and continue to drive positive change in our industry. ”

Marina Nissim

Bolton Group Chairwoman

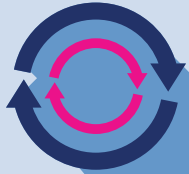


OUR COMMITMENT FOR THE NATURE

We are aware that the planet's resources are limited, and that our existence would be impossible were it not for the generosity of the ocean and the land. We cannot improve our recipes and formulas without the unique features of natural ingredients.

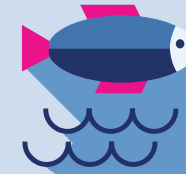
This is why we are committed to persistently improve our footprint on the Planet and support regenerative initiatives to have a positive impact on Nature.

Specifically, we focus on:






CIRCULAR RESOURCES

SUSTAINABLE PACKAGING		RESPONSIBLE FORMULAS	
We have a new Packaging Policy endorsed by WWF		21% of our chemical ingredients comes from renewable sources	We more than doubled the quantity of RSPO certified Palm Oil derivatives compared to 2021
86.1% of our packaging is recyclable, refillable or designed to be compatible with recycling			
We use 86.7% paper from recycled or FSC sources	17.4% of our plastic comes from recycled or bio-based sources	+ 25% compared to 2021	We more than doubled the quantity of RSPO certified Palm Oil derivatives compared to 2021
+ 25% compared to 2021	+ 74% compared to 2021		
WASTE MANAGEMENT			
We recovered or recycled more than 95% of the waste generated in our plants			



OCEANS

86.5% of our tuna is caught following responsible fishing practices	MSC certified or from fisheries that minimize their impacts on the environment*
100% of our tuna is fished in compliance with ISSF and RFMO regulations every year	100% of our vessels are equipped with electronic monitoring to ensure that our fishing operations adhere to strict standards
With WWF we developed a strong advocacy activity for the protection of the Indian Ocean	 With WWF we launched the first project to preserve the Blue Forest in Ecuador
 We achieved the MSC certification of yellowfin tuna in the Eastern Pacific and albacore tuna in the Atlantic ocean	

*In MSC full assessment, or engaged in a comprehensive and credible FIP, or Green/Yellow rated according to Monterey Bay Aquarium's Seafood Watch



CLIMATE

We have calculated our first Corporate Carbon Footprint = the total emissions of CO ₂ eq all along our value chains	
-18.9%	of CO ₂ emissions per ton of finished product vs 2017 levels
82.8%	purchased electric energy from renewable sources



WATER

-12.9% water consumption per each ton of finished product vs 2017 levels

OUR COMMITMENT FOR THE PEOPLE

At Bolton, we believe that our business should be based on strong values and a respectful business model that takes human and social needs into account, both within the walls of the company, and in the communities in which we operate. People are at the core of our activities.

That's why we are committed to ensure that all our value chains guarantee human rights, offer equal and thriving opportunities to employees and local communities.

Specifically, we focus on:






WORKPLACES

<p>More than 11,000 employees with an equal gender distribution</p>		<p>88% of our employees hold permanent contracts</p>
<p>We enhanced workplace safety and achieved a significant reduction in the work-related injury rate</p>	<p>High-quality medical consultations and tests 24/7 on board of all our fishing vessels thanks to the installation of telemedicine tools</p>	<p>Furthermore, 86% of our workforce is employed on a full-time basis</p>
<p>We designed our first training in collaboration with the World Business Council for Sustainable Development</p> 	<p>We launched our first Next Generation Leadership Team made by young and talented colleagues of the Home and Personal Care Business Unit</p>	<p>We asked Valore D to support us in assessing our Equity, Diversity and Inclusion maturity level and defining an ED&I Inclusion Index</p> 



SOCIETY

<p>We have updated our Code of Conduct to make it relevant for all of us and our partners.</p>	 <p>OXFAM</p> <p>We have set a new Human Rights Policy in collaboration with OXFAM</p>	<p>We donated over 1,5 Mln€ in product donations to Food Banks and other charitable organizations</p>
<p>The community projects aimed at improving access to education and healthcare for our employees in Morocco and Ecuador benefited more than 1,475 workers and 1,430 children</p>	<p>We financed the first ever employer-sponsored childcare center in the Solomon Islands, with the support from the Australian Government under the Strongim Bisnis program</p> 	
<p>We signed our first agreement with Ecovadis to audit 400 suppliers on their environmental and social practices in the next 3 years</p> 		



DISCOVER MORE ON OUR CORPORATE WEBSITE

boltongroup.net

