



Registered and administrative offices: Via Bologna, 32 - 10152 Torino Subscribed and fully paid-up capital: €25,090,000 Tax code and registration No. at the Turin Register of Companies: 00470550013 sustainability@lavazza.com

www.lavazzagroup.com

EDITORIAL SUPERVISION: Institutional Relations & Sustainability Department, Laura Poggio

CONCEPT AND GRAPHIC DESIGN: Visualmade, Milano

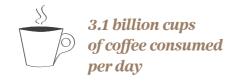


2023 **SUSTAINABILITY** REPORT Abstract

THE WORLD OF COFFEE

25 million small producers in more than 40 countries along the equatorial belt

COFFEE LOGISTICS FROM THE COUNTRY OF ORIGIN



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MARKET PRICING

BEANS SELECTION

DRYING

AND HULLING

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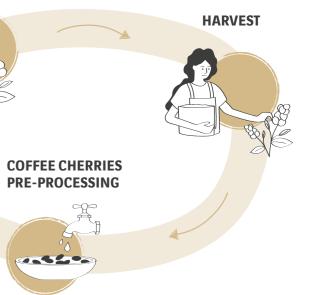
DISTRIBUTION

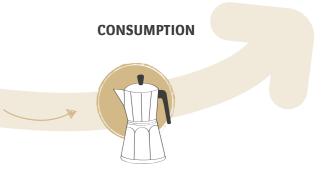


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1. LAVAZZA GROUP

Created by the entrepreneurial passion of the Lavazza family, today Lavazza Group is among the major players in the global coffee arena as a roaster. It aims to offer high-quality products through a responsible model based on innovation, passion and competence, in line with a paradigm that integrates economic, social and environmental sustainability.



Values

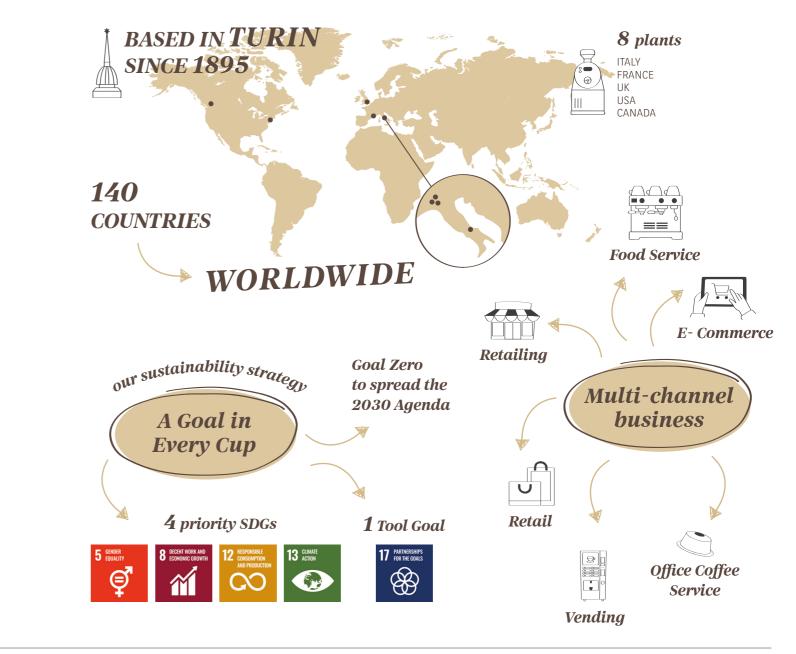
AUTHENTICITY

PASSION FOR EXCELLENCE

RESPONSIBILITY

INVENTIVENESS

Merrila



2. COMMITMENT **TO PEOPLE**

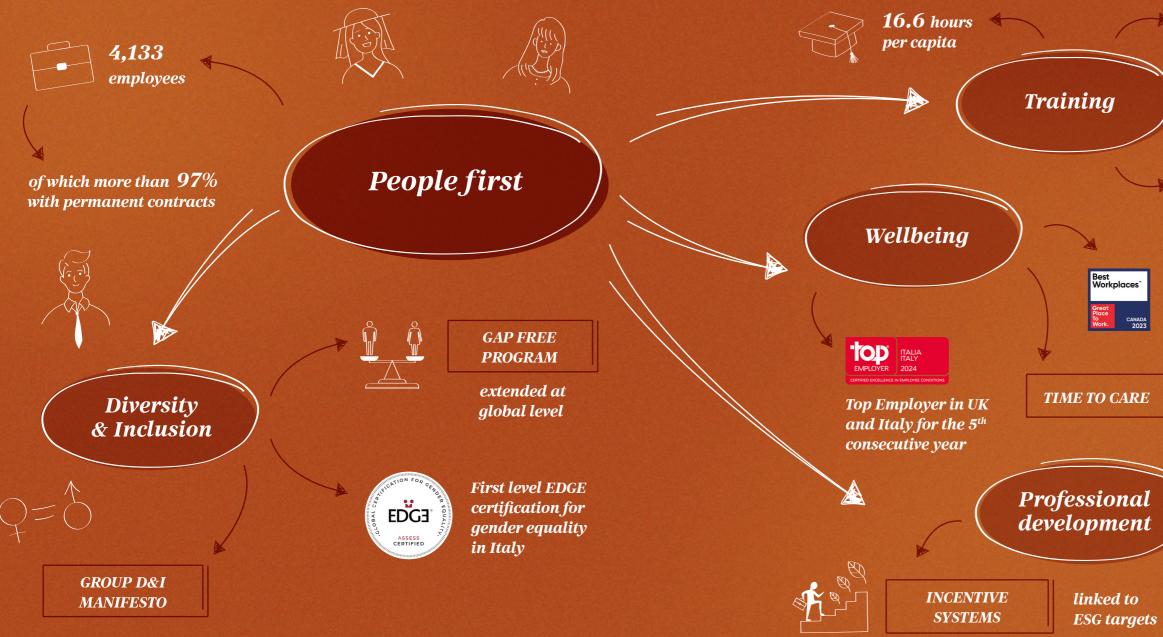
5 GENDER EQUALITY Q

healthy, safe, secure and inclusive working environment, where the uniqueness of each person is enhanced and diversity is seen as a valuable resource for both personal and professional growth. This commitment also translates into the protection of the rights of workers through training programmes and performance measurement. This focus on people extends to their mental and physical wellbeing by providing a comprehensive welfare system.

Lavazza Group is committed to ensuring a



2023 SUSTAINABILITY REPORT



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ABSTRACT

LAUNCH OF THE AMBASSADOR PROGRAMME

coffee plantation experience for employees



LAUNCH OF THE SUSTAINABILITY ACADEMY

training on sustainability



Kicking Horse Coffee Great Place to Work in Canada

> welfare & wellbeing programme (Italy)



EMPLOYEE PERFORMANCE MEASUREMENT

3. RESPONSIBLE GROWTH



For Lavazza Group, doing business responsibly is an essential prerequisite. The protection of human and labour rights is also pursued by constantly searching for the best health and

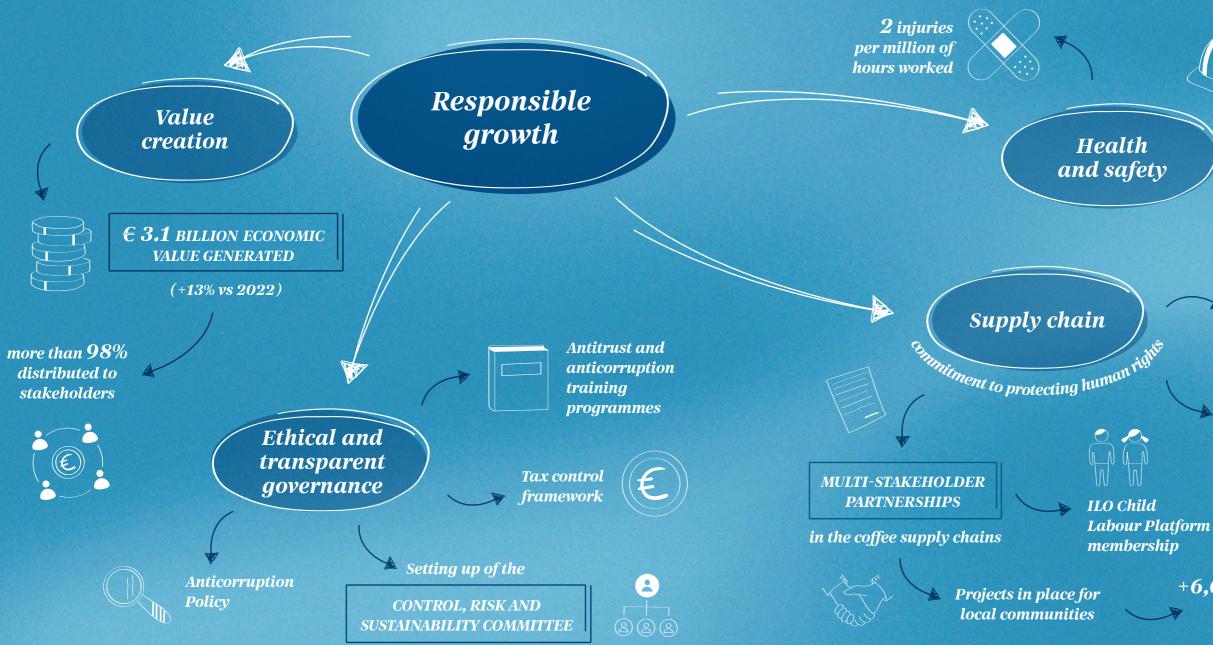
safety practices through the Group ISO 45001 Management System, the supply chain monitoring and active engagement with regard to sustainability, and integration of company values into procurement practices. Responsible and transparent governance, coupled with shared commitment through the Code of Ethics, Supplier Code of Conduct and the Human Rights and Children's Rights Statements, supports value creation.





2023 SUSTAINABILITY REPORT





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ABSTRACT

Zero injuries at **Italian** plants



EcoVadis Gold Medal (score 74/100)

Over 97% of green coffee suppliers assessed on EcoVadis



 ${f 2}$ ethical and social audits at suppliers based on the risk level of the ESG assessment

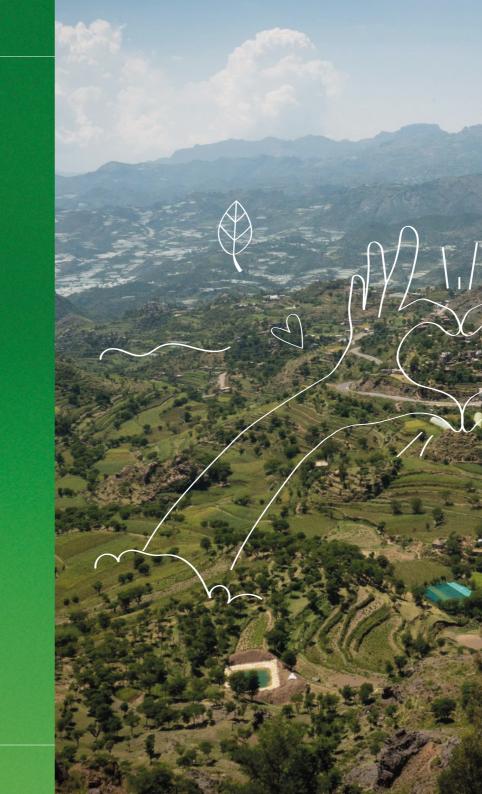
+6.000 beneficiaries in Vietnam

4. ENVIRONMENT AND NATURAL RESOURCES PROTECTION



Coffee is a product of the earth and is therefore impacted by climate and environmental aspects, to which Lavazza Group has paid

great attention since its foundation. In addition to mitigating its environmental impacts through the Group ISO 14001 Management System, its environmental strategy – Roadmap to Zero – is incorporated into the entire Group's operating model at the international level with an integrated and homogeneous approach, based on emission measurement, reduction and offsetting.



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-6% CO_{2eq} direct emissions (Scope 1) vs 2022



Direct emissions and indirect emissions from electricity neutralised since 2020 (Scope 1 and 2)

Research programmes on climate-change resilient coffee varieties



regenerative agriculture

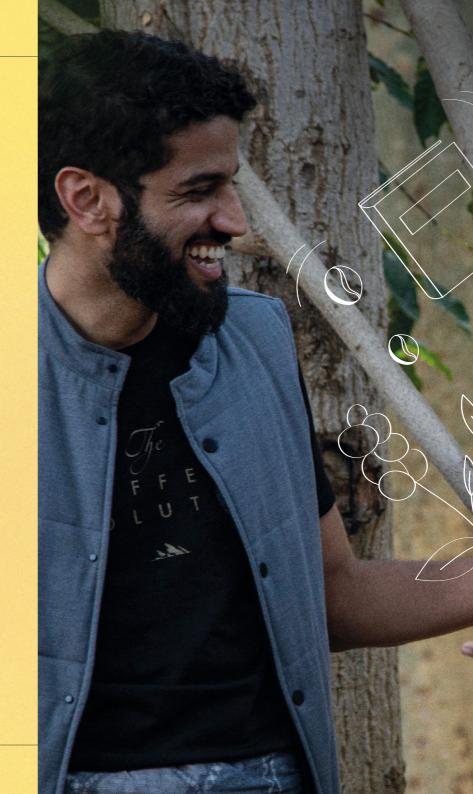


5. PLEDGE FOR LOCAL COMMUNITIES

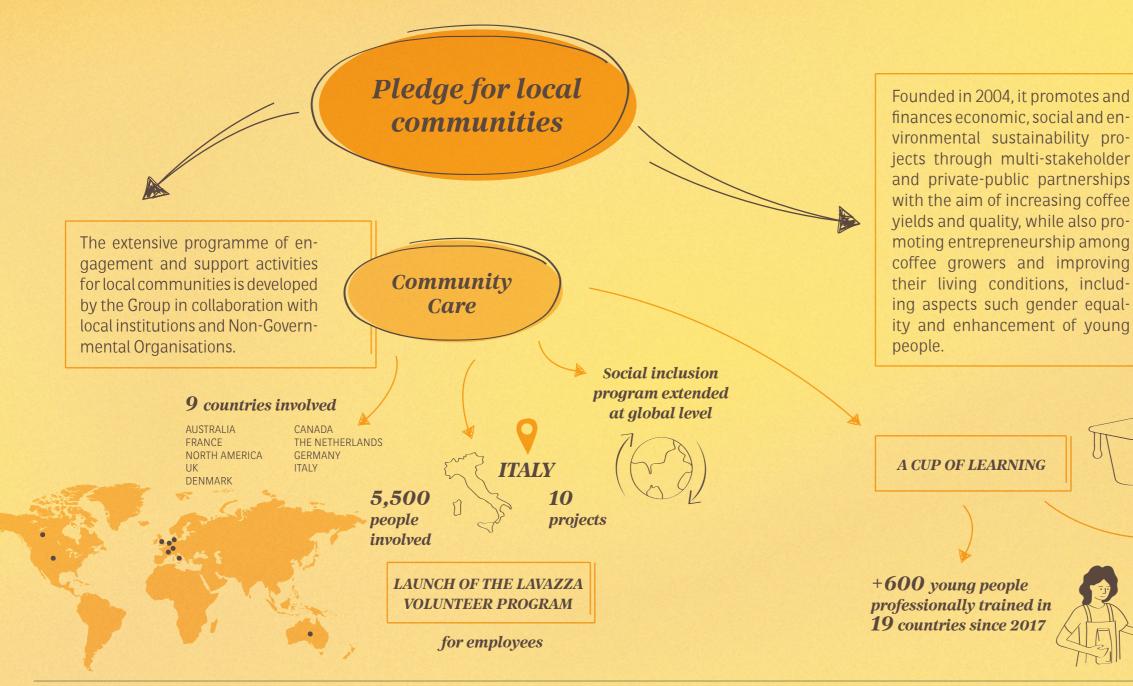


In its approach to business, Lavazza Group has been focused on people since its foundation and today it has extended its attention to all

communities in which it operates: this commitment is reflected in the Community Care programme in place in the areas in which the Group operates through its subsidiaries and plants, and also with the Lavazza Foundation's projects in the coffee-growing communities.



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30 projects on sustainable agriculture and social inclusion in 17 coffee-producing countries



Award "Welcome. Working for Refugees integration 2023" by UNHCR

+**94,000** people involved

(2)

