



**B**  
**BOTTEGA**

SpA

Family Vintners Since 1635

**2023**  
**Sustainability Report**

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## Introduction

The 2030 Agenda for sustainable development, ratified in 2015 by the 193 UN Member States, has identified the following 17 goals to achieve before 2030:

- 1 No poverty
- 2 Zero hunger
- 3 Good health and well-being
- 4 Quality education
- 5 Gender equality
- 6 Clean water and sanitation
- 7 Affordable and clean energy
- 8 Decent work and economic growth
- 9 Industry, innovation and infrastructure
- 10 Reduced inequalities
- 11 Sustainable cities and communities
- 12 Responsible consumption and production
- 13 Climate action
- 14 Life below water
- 15 Life on land
- 16 Peace, justice and strong institutions
- 17 Partnerships for the goals

Bottega SpA undertakes to make a concrete commitment to implement these goals, particularly those that align with its business scope and possibility for action.

This commitment was formalised in the Policy for Quality and Sustainability, drafted and signed by the company's management team and communicated to all levels.

To this end, Bottega SpA has embarked on a certification path according to the Equalitas standard, Sustainable Organisation module, that includes actions in line with the above-mentioned goals, for the winemaking industry. This 2023 Sustainability Report presents the current state and progress achieved according to the Equalitas Standard, along with the improvement goals and plans for future years, developed based on collected data and thorough analyses. The goals, guided by the focus of the analysis, include improvement actions where feasible, as well as in-depth investigations and studies to understand specific dynamics. These efforts aim to refine certain operational behaviours and set the foundation for future goals.









# 1

## Company performance

The company performance, outlined in Table 1, is related to the 2023 reporting year:

Bottles produced (wine, spirits, liqueurs)	24,993,991
Turnover	€ 88,649,116
Export countries	Europe, Asia, North America, South America, Africa

The data for wine processed in the three-year period 2021-2023 is shown below in the company's three different wineries:

**Table 2 Summary of wine quantities processed in the three-year period 2021-2023**

SITE	CATEGORY	2021	2022	2023
Godega di Sant'Urbano (TV)	Volume of wine [hL]	61.838,78	72.275,53	87.292,62
	Must / Partially fermented must [hL]	11.204,34	9.383,29	12.232,45
Valgatarà (VR)		1.043,40	1.277,40	1.723,22
Montalcino (SI)	Volume of wine [hL]	475,70	66,00	2.246,19
<b>Total</b>		<b>74.562</b>	<b>83.002</b>	<b>103.495</b>

The overall data for bottled wine is shown below for the three-year period 2021-2023 by the organisation, which was chosen as the reference for the preparation of the company's performance indicators.

**Table 3 Summary of wine quantities bottled in the three-year period 2021-2023**

SITE	2021	2022	2023
Bottled wine [hL]	71.013	99.035	105.772



# 2

## Quality assurance

The company has been operating for many years according to certified management systems based on the following standards:

- BRCGS Edition 9
- IFS Food Edition 8
- UNI EN ISO 9001:2015
- SOPD EQUALITAS Standard Sustainable Organisation (SO) Rev.4.2 of 12.04.

The sustainability management system, according to the Equalitas standard, allows the sustainability criteria and their assessment to be monitored in order to define the subsequent improvement projects.

To this end, suppliers (including outsourcing service providers) are also subject to an annual sustainability assessment (submission of a questionnaire or audit according to these criteria). The list of qualified suppliers for 2023 is available for consultation.

# 3

## Good practices in the winery

The work plans were defined in the Working Protocols. The activities carried out are highlighted in the departmental logs and referred to in the document itself. The criteria identified stem from the long-standing experience of the team of winemakers and technicians working in the company.

The work group believes that, to date, the best operating methods for minimising water and energy consumption and the use of adjuvants, additives, nutrients and detergents have been defined, while ensuring the same quality of the finished product.

There is also an analysis plan applied to incoming raw materials (musts and wines), semi-finished and finished products, aimed at guaranteeing the quality, health and hygiene safety and authenticity of the products produced. The analyses were carried out in-house or by external accredited laboratories.

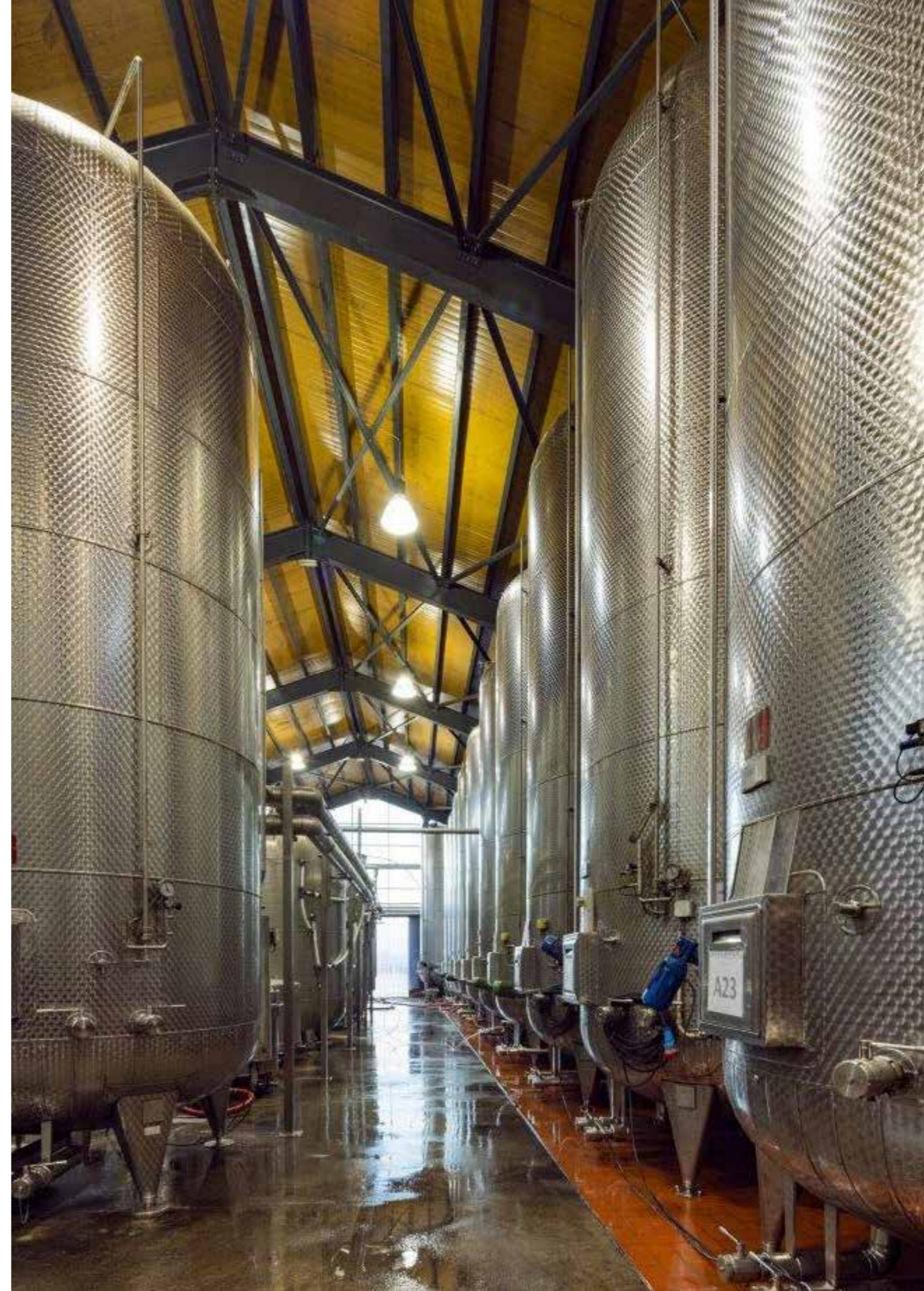
Wine purchasing and processing decisions are based on a multi-year database of analyses.

Products are stored according to the methods defined in the company documentation and the staff are required to guarantee all possible forms of energy saving.

Cleansing and sanitising methods are defined in a specific procedure. Since they are PRPs for hygienic health safety purposes, they are evaluated annually in the Management Review.

The criteria for choosing suppliers of detergents and winemaking products are defined by using suppliers with environmental and sustainability certification, where feasible, while ensuring the same quality and service.

The data collection, in place since 2020, on the consumption of detergents used for production in the three-year period 2021-2023, was updated in order to assess possible actions for reducing consumption in the long term. The data refer to the Bibano site, since the other sites, especially Valgatara and Montalcino, have negligible consumption compared to Bibano. The data collected and relevant indicators processed, especially for detergents (expressed in weight of detergents per unit volume of wine produced), are shown in Table 4.





**Table 4 Consumption of detergents for production in the three-year period 2021-2023 (Bibano site)**

TYPE OF DETERGENT	2021			2022			2023		
	Quantity [kg]	Cost [€]	Specific consumption indicator [kg/hl]	Quantity [kg]	Cost [€]	Specific consumption indicator [kg/hl]	Quantity [kg]	Cost [€]	Specific consumption indicator [kg/hl]
Detergents	26.252	92.118 €	0,37	19.857	73.936 €	0,20	20.115	77.876 €	0,19
Other chemical products (e.g. antifoaming agents, flocculants, etc.)	N.D.	N.D.	N.D.	1.409	6.255 €	0,01	2.612	10.217 €	0,02
<b>Totale</b>	<b>26.252</b>	<b>92.118 €</b>	<b>0,37</b>	<b>21.266</b>	<b>80.191 €</b>	<b>0,21</b>	<b>22.727</b>	<b>88.094 €</b>	<b>0,21</b>

Figure 1 shows the trend of the above-mentioned indicator in the three-year period in question:

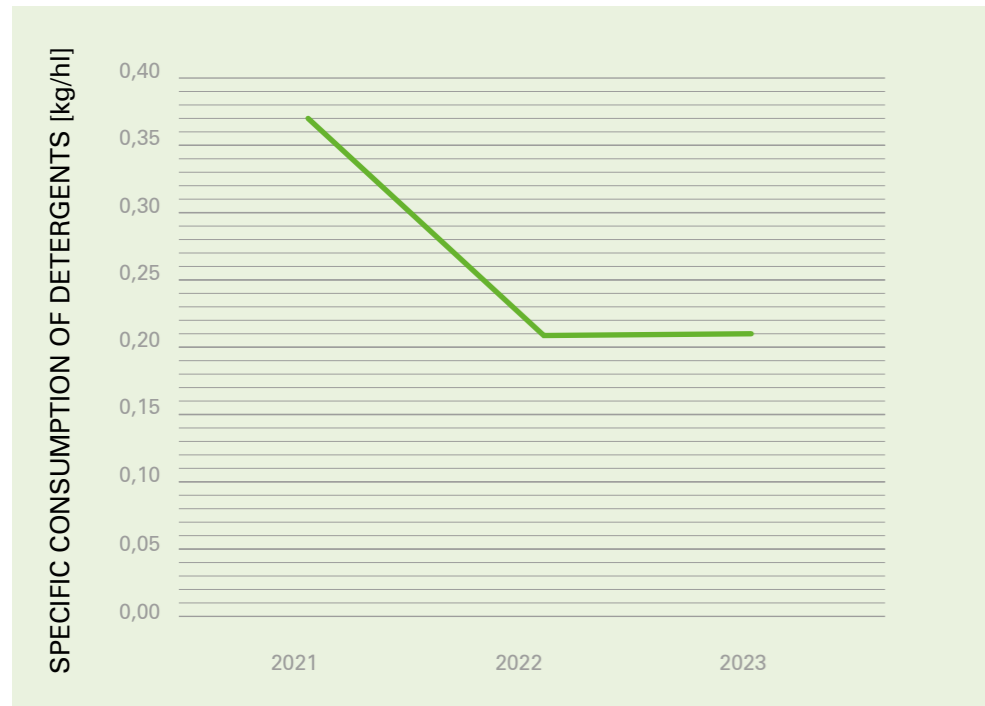


Figure 1 Specific detergent consumption indicator trend over the three-year period 2021-2023

The data indicate a marked decrease in unit consumption due to the rationalisation of the washing cycles with the optimisation of the initial and final rinse times, in addition to the increase in production, with longer production batches and the resulting reduction of format changeovers. The increase in other chemical products is due to the use of substances required to optimise the operation of the biological purification plant.

**Table 5 Consumption of winemaking materials for production in the three-year period 2021-2023 (Bibano and Montalcino sites)**

TYPE OF DETERGENT	2021			2022			2023		
	Quantity [kg]	Cost for purchase [€]	Specific consumption indicator [kg/hl]	Quantity [kg]	Cost for purchase [€]	Specific consumption indicator [kg/hl]	Quantity [kg]	Cost for purchase [€]	Specific consumption indicator [kg/hl]
Yeasts	1.232	€ 44.948	0,02	941	€ 38.568	0,01	981	€ 44.089	0,01
Technological adjuvants + nutrients	19.501	€ 129.819	0,27	19.221	€ 143.909	0,19	25.506	€ 213.214	0,24
Cane sugar for sparkling wine production	217.345	€ 151.686	3,06	159.375	€ 133.021	1,61	152.300	€ 190.500	1,44
MCR sugar for sparkling wine production	16.300	€ 66.830	0,23	17.940	€ 89.700	0,18	25.840	€ 95.147	0,24
Organic MCR sugar for sparkling wine production	-	-	-	300	€ 1.860	0,003	1.360	€ 8.840	0,013
ORGANIC beet sugar for sparkling wine production	650	€ 1.202	0,01	3.325	€ 5.652	0,03	1.300	€ 1.235	0,01

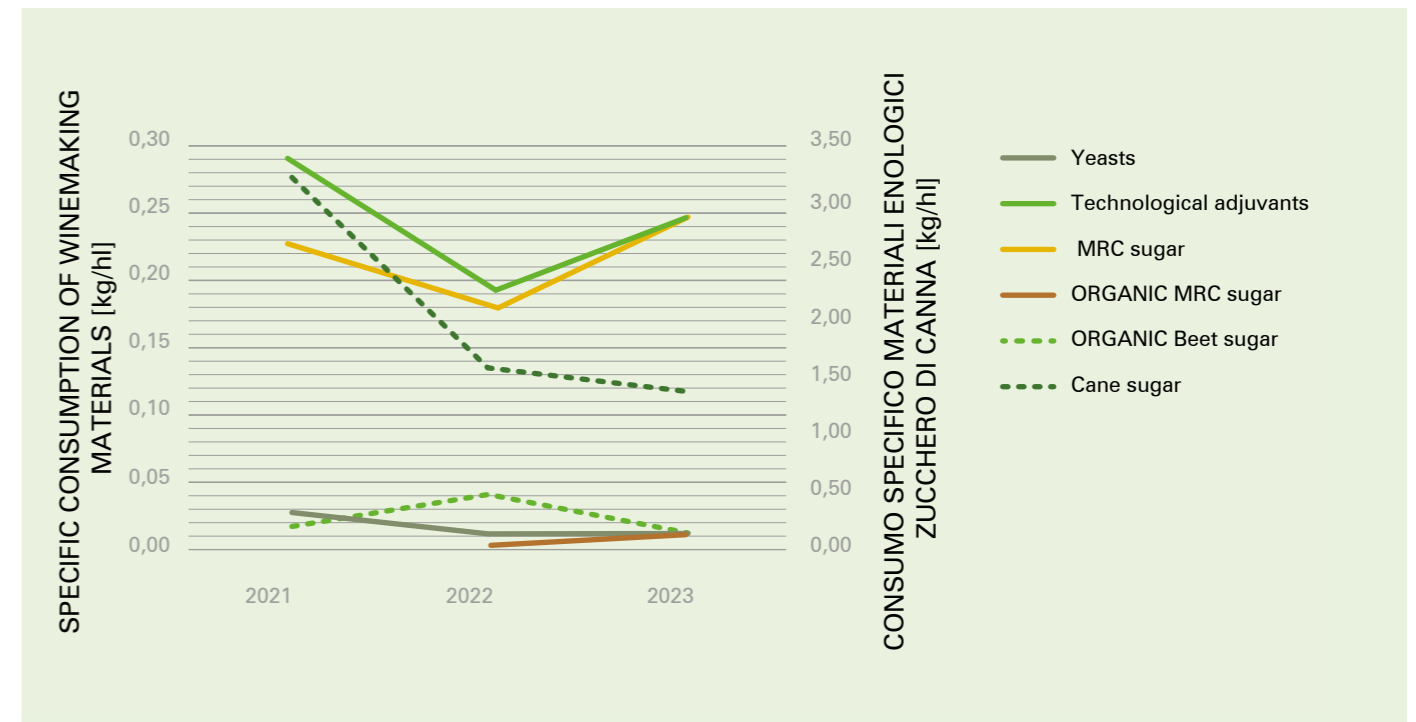


Figure 2 Winemaking material unit consumption indicator trend over the three-year period 2021-2023

The consumption of winemaking materials depends largely on the vintage year and is, therefore, difficult to govern. In 2023, the use of nutrients and technological adjuvants increased to enhance the balance of the wine ingredients from the outset, reducing the need for downstream interventions that would have a greater impact on the sustainability of the production process. A significant decrease is noted in the use of cane sugar (and total sugar as well), linked to the decrease in production, in addition to the unusual year in 2023, marked by the preference for MCR sugar from grapes.





The quantities of materials used for production are shown below, broken down by product category:

**Table 6 Materials used for production broken down by site and product category**

Material	Unit of measure	2021	2022	2023
Glass bottles - Bibano di Godega (TV)	nr	20.694.429	24.025.777	23.907.063
Glass bottles - Valgatarà (VR)	nr	257.357	190.501	198.242
Glass bottles - Montalcino (SI)	nr	255.938	59.936	178.210
Boxes - Bibano di Godega (TV)	nr	3.329.471	4.232.069	5.427.916
Boxes - Valgatarà (VR)	nr	68.473	44.270	79.313
Boxes - Montalcino (SI)	nr	5.610	1.638	53.683
Corks - Bibano di Godega (TV)	nr	9.300.397	9.741.382	10.536.424
Corks - Valgatarà (VR)	nr	237.400	180.000	223.000
Corks - Montalcino (SI)	nr	160.000	57.700	202.500
Screw caps for 20/18.7 cl	nr	5.750.870	9.110.600	7.340.676
Screw cap capsule	nr	5.852.000	8.408.000	7.558.200
Labels - Bibano di Godega (TV)	nr	32.021.731	49.499.654	61.759.833
Labels - Valgatarà (VR)	nr	346.800	312.840	631.500
Labels - Montalcino (SI)	nr	-	14.000	308.650
Capsules - Bibano di Godega (TV)	nr	20.049.113	22.680.137	25.221.573
Capsules - Valgatarà (VR)	nr	412.000	257.400	372.378
Capsules - Montalcino (SI)	nr	253.184	-	87.920
Cages	nr	8.458.794	10.361.945	9.554.600

The company has defined the packaging selection and handling criteria with the goal of using, where possible, suppliers who comply with the sustainability commitments, while providing the same quality and service, especially those who hold environmental and sustainability certification (ISO 14001, LCA, FSC). The waste reduction policy will also continue.



# 4

## Environmental sustainability indicators

In line with the Equalitas standard and the environmental indicators, in 2023, Management completed a phased approach to identify, measure, monitor, and improve the company's environmental performance over the three-year period 2021-2023. During 2023, therefore, the task of collecting data and assessing the relevant company performances continued, using suitable indicators, with the goal of building a well-established history and identifying solutions for improvement in different areas. The company's goals are outlined in section 9 of this report.

A description of the trend in the relevant environmental indicators is provided below.

### 4.1 Electricity consumption

A summary of the data on total annual electricity consumption is provided below for the three-year period 2021-2023, divided between the different company sites. The Bibano di Godega di Sant'Urbano, Valgatara and Fontanafredda sites are the most relevant in terms of energy consumption. It should be noted that the consumptions, shown for the Bibano di Godega di Sant'Urbano (TV) site, also include the portion attributable to the liqueur production facility.

**Table 7 Summary of the company's electricity consumption in the three-year period 2021-2023**

SEDE	Source	U.m.	2021	2022	2023
Godega di Sant'Urbano (TV)	Grid	[kWh]	2.405.921	2.510.693	2.199.817
	PhV system		-	-	396.976
Fontanafredda (PN)	Grid		230.937	330.833	296.272
Valgatara (VR)	Grid		81.183	88.073	85.241
Montalcino	Grid		-	-	4.842
Vittorio Veneto (TV)	Grid		753	432	763
<b>Total sites</b>			<b>2.718.794</b>	<b>2.930.031</b>	<b>2.983.911</b>

During 2023, a new photovoltaic system was installed at the Bibano di Godega di Sant'Urbano (TV) site, with an overall power output of 500 kWp. This self-produced energy from a renewable source, covered about 15% of the annual electricity requirements of the main production site. Given that it was inaugurated in September 2023, this data only refers to the last quarter of the year. The estimate for 2024 is to reach about 40% of self-produced energy out of the total energy consumed for the Bibano site. It should also be noted that the electricity taken from the grid by the company is covered by a Guarantee of Origin (GO) for production from renewable sources.

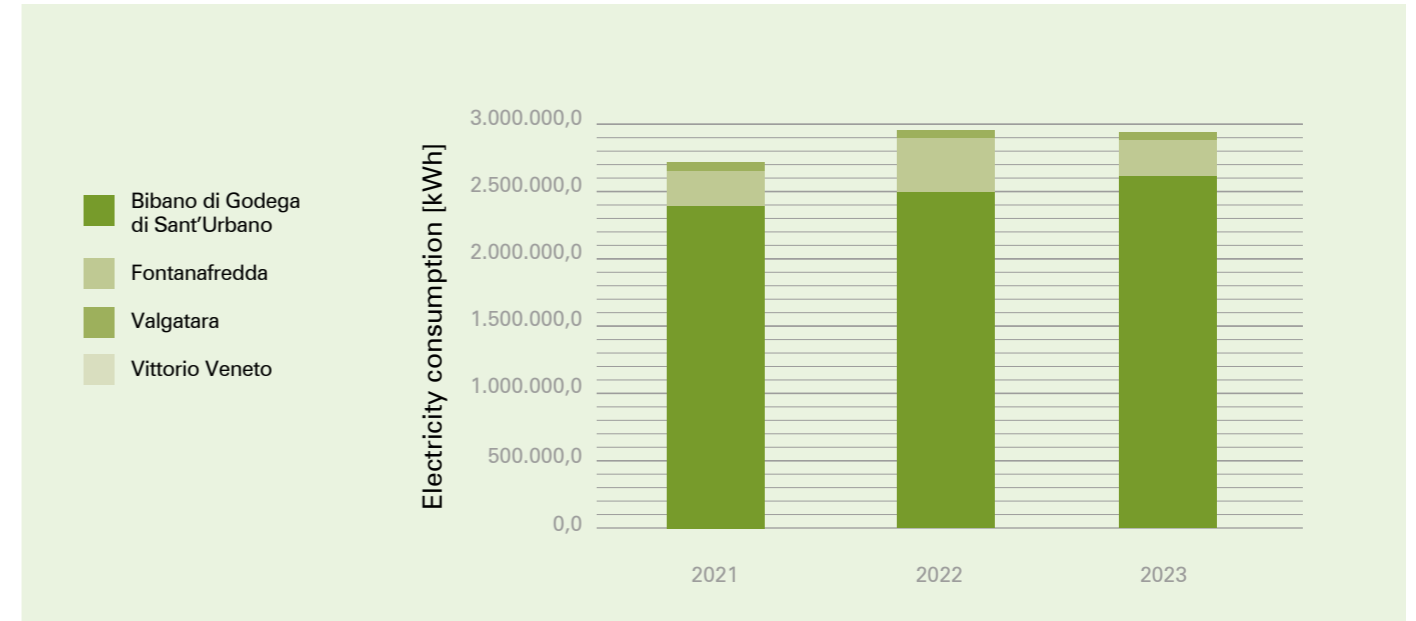


Figure 3 Summary of the company's electricity consumption in the three-year period 2021-2023

Electricity consumption depends on different variables including the season and climate variations (which affects the use of refrigeration for wine storage) and production progress, in turn linked to the vintage. This indicates an overall increase in electricity consumption for the last three years, from 2.7 GWh on an annual basis in 2021 to almost 3 GWh in 2023.





The company's overall energy indicators, where electricity is the energy source, are shown below. A key indicator identified for monitoring was specific electricity consumption per unit volume of wine produced and bottled (measured in kWh/hL), allowing for consistent year-over-year trend comparisons.

**Table 8 Company energy performance indicators - electricity**

INDICATOR	2021	2022	2023
Specific consumption of electricity [kWh/hl bottled wine]	38,3	29,6	28,2

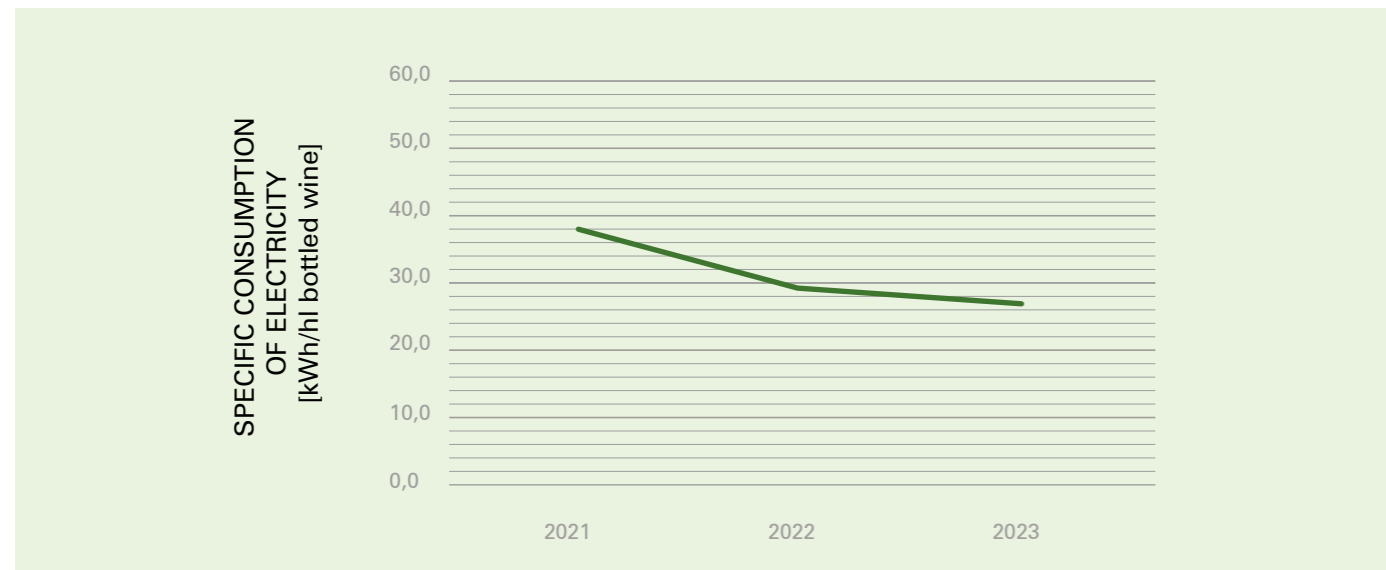


Figure 4 Specific electricity consumption indicator trend by unit volume of wine produced and bottled in the three-year period 2021-2023

Analysis of this indicator shows a marked trend in the overall decrease over the three-year period under review in the specific consumption of electricity. Although it is higher than the benchmark average for the sector, this is influenced by the presence of the liqueur factory and related energy consumption, in particular there are four bottling lines as well as the department designated for grappa production. This aspect is being examined through an in-depth study that has led to the introduction of a consumption monitoring system aimed at efficient energy management. The goal is to further improve this indicator through enhanced energy management and an energy audit scheduled for 2024.

## 4.2 LPG consumption

A similar analysis was carried out for LPG consumption used for production purposes to generate industrial steam. A summary of the total annual consumption of LPG (expressed in litres) for the 2021-2023 period is shown below.

**Table 9 Summary of the company's LPG consumption - three-year period 2021-2023**

SITE	U.m.	2021	2022	2023
Godega di Sant'Urbano (TV) Winery	L	118.204	154.363	123.198
Godega di Sant'Urbano (TV) Distillery/liqueur production facility	L	14.150	19.642	24.428
Fontanafredda (PN)	L	-	-	28.870
<b>Total sites</b>	<b>L</b>	<b>132.354</b>	<b>174.005</b>	<b>176.496</b>

A decrease in consumption by the wineries is noted due to the introduction of the CIP washing systems aimed at rationalising steam consumption during the bottling washing stages, while a rise in consumption is registered for the liqueur production area due to the increased production, where no CIPs are in place. The use in Fontanafredda for the first year as well is due to the alcohol extraction stage from grape pomace being moved to the same site.

The company's overall energy performance indicators for LPG fuel are shown below. In particular, the LPG consumption of the winery area, specifically per unit volume of wine produced and bottled (expressed in l/hl), was identified as a significant indicator for monitoring year-over-year trends.

**Table 10 Company energy performance indicators - LPG**

INDICATOR	2021	2022	2023
Specific LPG consumption [l/hl bottled wine]	1,66	1,56	1,16

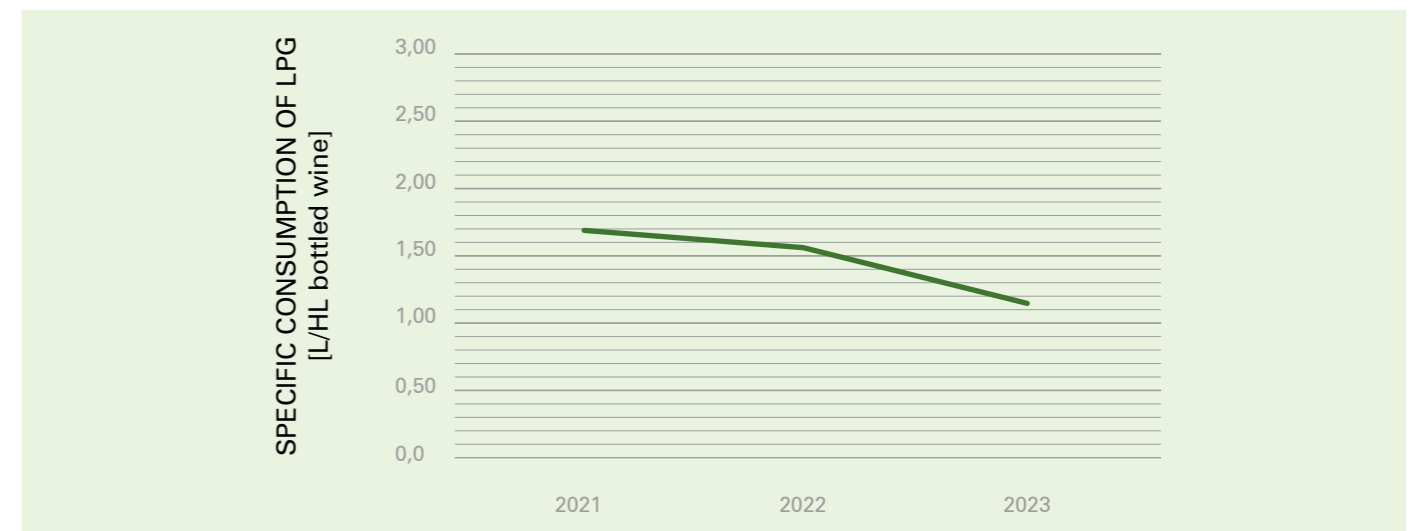


Figure 5 Specific LPG consumption indicator trend by unit volume of wine produced and bottled in the three-year period 2021-2023



The consumption of LPG follows the production trend given that the company uses the geothermal plant for the air conditioning of its premises. There is a downward trend in specific consumption over the three-year period under review, similar to the one observed where electricity was the energy source.

### 4.3 Consumption of natural gas

A similar analysis was carried out for the consumption of natural gas, which is only relevant for the Fontanafredda site, as it is not used at the other sites. A summary of the total annual consumption of natural gas for the 2021-2023 period is shown below.

**Table 11 Summary of the company's natural gas consumption**

SITE	U.m.	2021	2022	2023
Fontanafredda (PN)	Smc	61.515	88.233	117.750

The increase in consumption is due exclusively to the heating of the storage areas which were expanded during the year. The company's overall energy indicators for natural gas are shown below. Specific natural gas consumption, in particular, (expressed in standard cubic meters) per unit volume of wine produced and bottled (expressed in hL) was identified as a significant indicator for monitoring its year-over-year trend.

**Table 12 Company energy performance indicators - natural gas**

INDICATRE	2021	2022	2023
Specific consumption of natural gas [Scm/hl bottled wine]	0,87	0,89	1,11

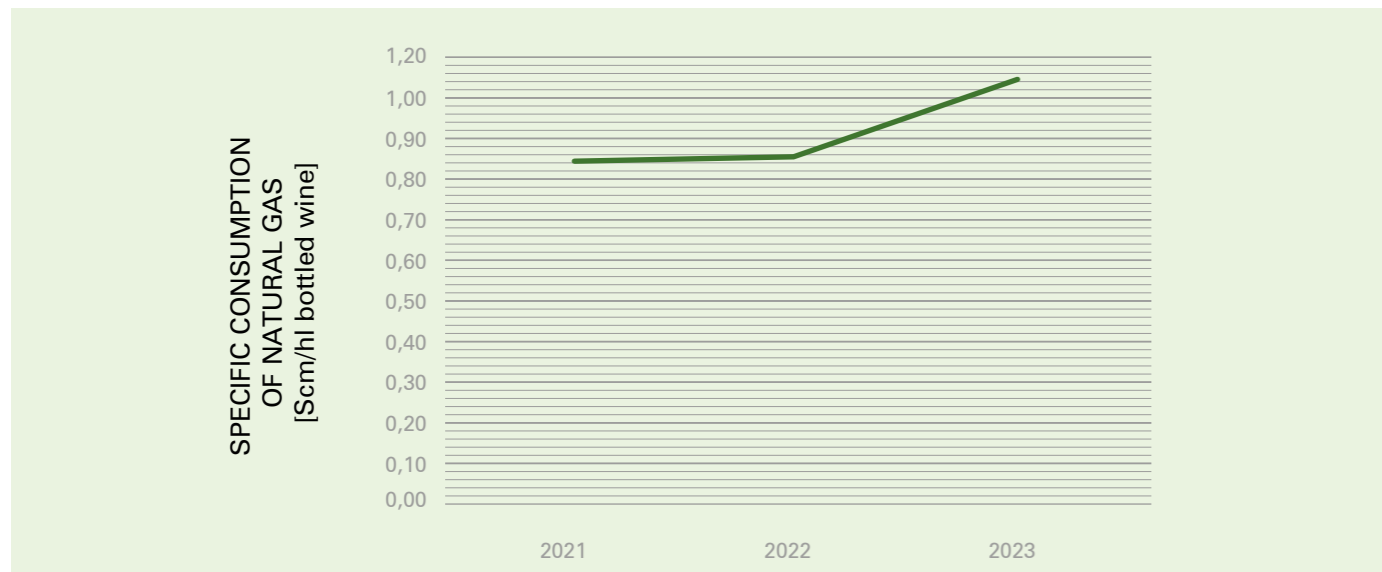


Figure 6 Specific natural gas consumption indicator trend by unit volume of wine produced and bottled in the three-year period 2021-2023

An overall increase in this indicator over the past two years is evident, attributable to the above-mentioned expansion of storage areas.

### 4.5 Diesel consumption

A similar analysis was carried out for the consumption of diesel, used exclusively as fuel for vehicles and not for production, which refers to the total number of company sites and is divided between diesel for trucks and diesel for company cars. A summary of the total annual consumption of diesel for the 2021-2023 period is shown below.

**Table 13 Summary of company diesel consumption**

SITE	U.m.	2021	2022	2023
Diesel for trucks	[l]	8.329	12.174	22.850
Diesel for company cars		27.049	34.031	29.189
<b>Total</b>		<b>35.379</b>	<b>46.205</b>	<b>52.038</b>

The company's overall energy indicators for diesel for vehicles are shown below. Specific diesel consumption, in particular, per unit volume of wine produced and bottled (expressed in hL) was identified as a significant indicator for monitoring its year-over-year trend.

**Table 14 Company energy performance indicators - diesel**

INDICATOR	U.m.	2021	2022	2023
Specific consumption of diesel for trucks	[l/hl bottled wine]	0,12	0,12	0,22
Specific consumption of diesel for company cars		0,38	0,34	0,28
<b>Total specific consumption of diesel</b>		<b>0,50</b>	<b>0,47</b>	<b>0,49</b>

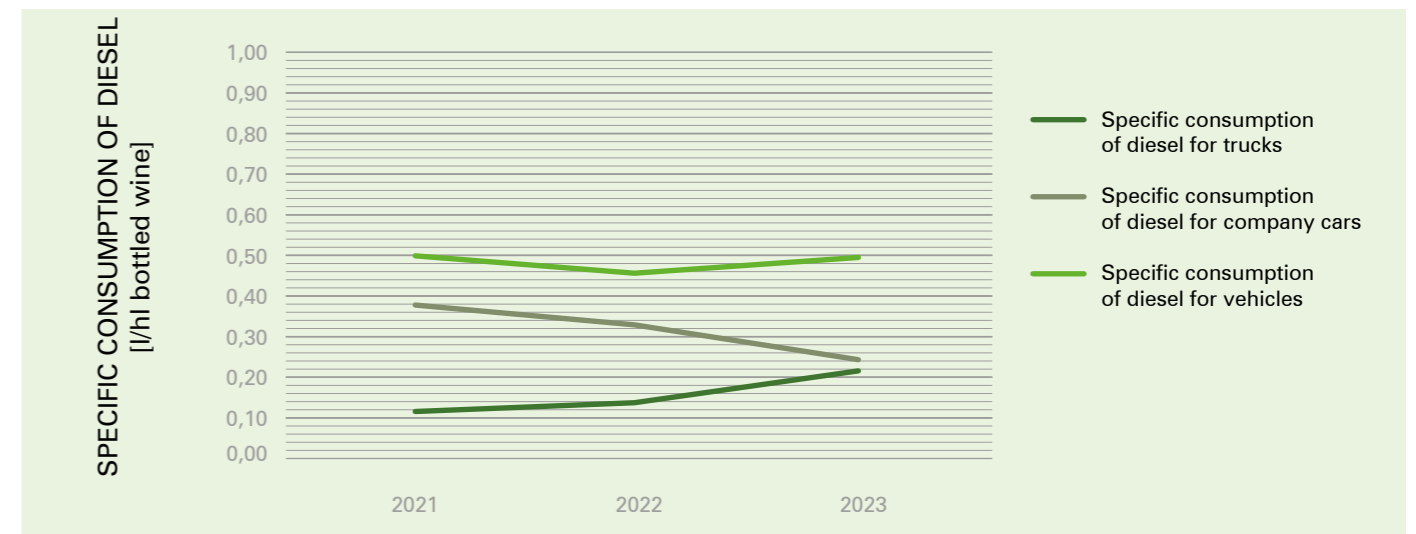


Figure 7 Specific diesel consumption indicator trend by unit volume of wine produced and bottled in the three-year period 2021-2023

Where the consumption of diesel for vehicles is concerned, an overall downward trend was registered in the specific consumption of diesel for company cars, and an increase in consumption for trucks, over the three-year period under review.



## 4.5 Water consumption

A similar analysis was carried out for water consumption. There was no water withdrawal from areas with water stress and the only type of water used was freshwater which is withdrawn from the aqueduct for processing uses and general services.

Moreover, groundwater is withdrawn in the Bibano (using the geothermal plant) and Fontanafredda sites for air conditioning at the two facilities and heating for the Bibano site with subsequent re-emission into the subsoil as is evident from the annual analyses performed on the discharge.

The following is a summary of the total annual freshwater consumption from the aqueduct at each company site (including the small storage facility in Vittorio Veneto), as well as overall, for the period 2021-2023.

**Table 15 Summary of the company's water consumption - three-year period 2021-2023**

SITE	SOURCE	U.m.	2021	2022	2023
Godega di Sant'Urbano (TV) - cantina	Aqueduct	[m3]	20.250	22.914	22.462
Godega di Sant'Urbano (TV) - liquorificio	Aqueduct		4.532	4.717	4.968
Fontanafredda (PN)	Aqueduct		3.265	1.781	1.626
Valgatarà (VR)	Aqueduct		731	795	639
Vittorio Veneto (TV)	Aqueduct		9	0	8
<b>Total</b>			<b>28.787</b>	<b>30.207</b>	<b>29.703</b>

The company's overall performance indicators for water consumption are shown below. In particular, specific aqueduct water consumption (expressed in cubic meters) per unit volume of bottled product (expressed in hL) was identified as significant indicators for wine and spirits, respectively.

**Table 16 Company energy performance indicators - freshwater**

INDICATOR	U.m.	2021	2022	2023
Specific consumption of water from the aqueduct - Winery	[m3/hl]	0,342	0,257	0,234
Specific consumption of water from the aqueduct - Liqueur production facility		0,135	0,125	0,120

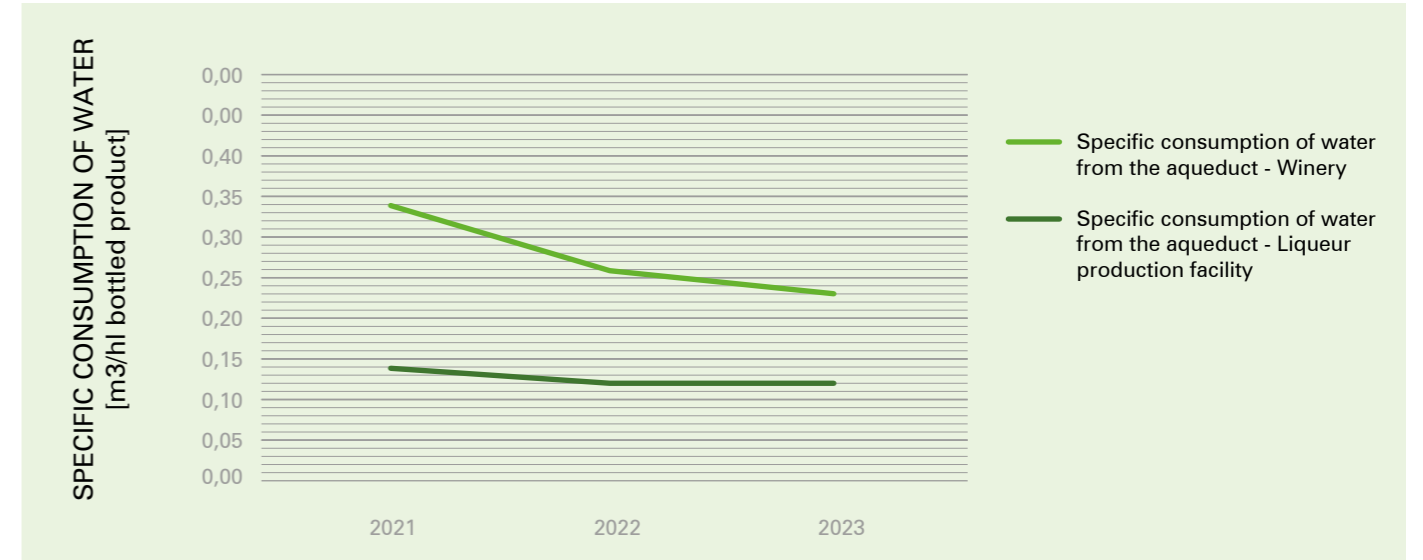


Figure 8 Specific freshwater consumption indicator trend by unit volume of wine bottled in the three-year period 2021-2023

The analysis of these indicators showed that the specific consumption of water withdrawn from the aqueduct for processing uses can be considered in line with other typical cases in the industry. A marked decrease of the indicator was noted both for the winery and for the liqueur production facility in the three-year period, due specifically to the rationalisation of washing cycles by optimising initial and final rinsing times, the streamlining of some process and auxiliary plants, while still, however, managing to meet the reduction target of less than or equal to 1.90 hl/hl set for 2023 only for the liqueur production facility (1.20 hl/hl). With regard to the winery, the goal for 2023, in light of the failure to achieve the activities put in place, proved to be too optimistic. Consequently, it will be revised upwards for 2024, while continuing to highlight the importance of decreasing the use of natural resources as one of the company's key objectives.





## 4.6 Technical gases

The data collected on the use of technical gases and relevant indicators analysed, in particular the specific consumption (expressed in volume of technical gas per unit volume of wine produced), are shown in Table 17.

**Table 17 Consumption of technical gases for production for three-year period 2021-2023**

TYPE OF TECHNICAL GAS	2021		2022		2023	
	Quantity [l]	Specific consumption indicator [l/hl]	Quantity [l]	Specific consumption indicator [l/hl]	Quantity [l]	Specific consumption indicator [l/hl]
Liquid nitrogen	247.931	3,491	235.193	2,375	194.496	1,839

An overall decrease was noted in the use of liquid nitrogen in recent years:

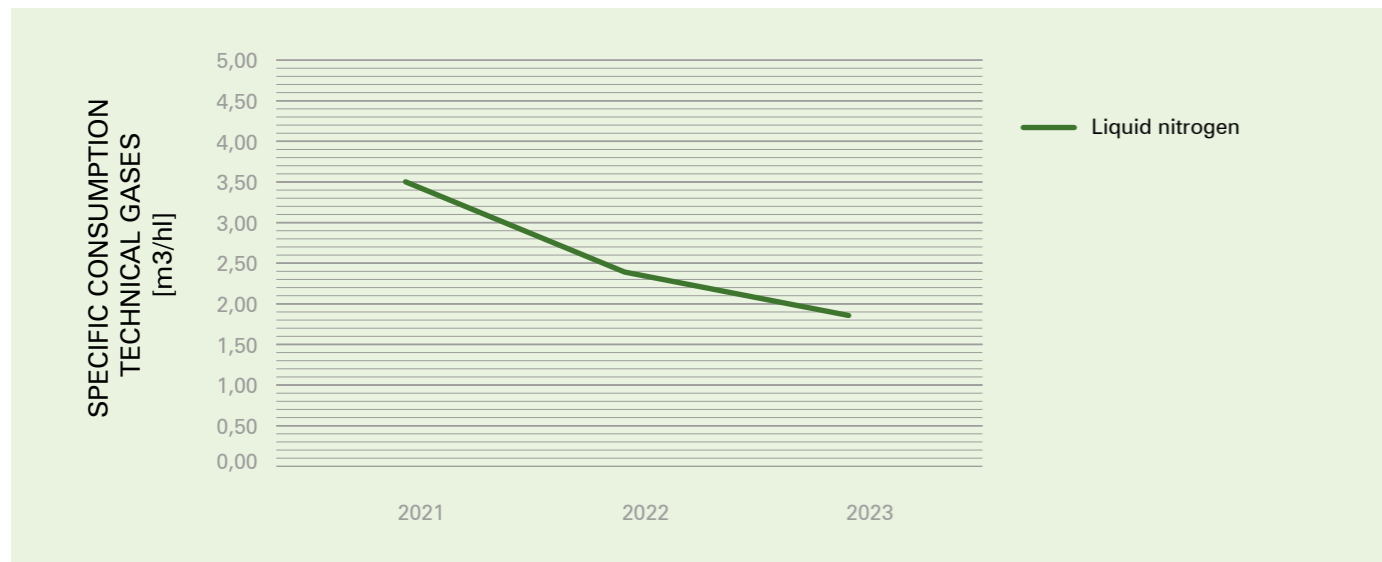


Figure 9 Specific technical gas consumption indicator trend over the three-year period 2021-2023

## 4.7 Waste management

Data on waste generation from cellar and bottling activities for wine and sparkling wine at the Bibano di Godega di Sant'Urbano and Fontanafredda sites are provided below for the period 2021-2023. Other sites are excluded, as they almost exclusively produce negligible quantities of unsorted waste removed by public services.

**Table 18 Quantities of disposed waste (expressed in kg) by EWC code, three-year period 2021-2023**

EWC	DESCRIPTION	2021	2022	2023
150101	Paper and cardboard packaging	55.495	65.220	63.700
150102	Plastic packaging	25.432	30.720	26.810
150106	Mixed packaging	16.760	18.080	16.560
150107	Glass packaging	67.460	74.750	107.600
150103	Wooden packaging	23.760	21.590	28.880
020705	Sludges from on-site effluent treatment	525.880	323.260	94.730
020702	Waste from spirit distillation.	21.890	15.210	
150203	Absorbents, filtering materials, rags and protective clothing, other than those mentioned in 15 02 02		500	
160601	Lead acid batteries	127,5		5
160213	End-of-life equipment containing dangerous components other than those mentioned in Items 160209 and 160212	53		2.960
160304	Inorganic wastes other than those mentioned in 160303	13.730		8.480
160305	Organic wastes containing dangerous substances			1.000
161002	Aqueous liquid wastes other than those mentioned in 16 10 01		7.410	8.000
160103	End-of-life tyres		560	121
160214	Wastes from non-hazardous out-of-order electrical and electronic equipment	2.136	1.280	
160211	Equipment out of order, containing chlorofluorocarbons, HCFC, HFC.	7,5	100	
200121	Fluorescent tubes and other wastes containing mercury	100,5		
130208	Other engine, gear and lubrication oils	140		
130802	Other emulsions	7.260		
150110	Packaging containing residues of dangerous substances or contaminated by dangerous substances			680
150111	Metallic packaging containing dangerous solid porous matrices	40		
080312	Waste ink containing hazardous substances	30		
080318	Waste printing toner, other than those in item 08 03 17	30		
200201	Biodegradable waste			2.520
170411	Cables, other than those mentioned in item 170410	406		
170604	Insulating materials other than those mentioned in Items 170601 and 170603	3.830		
170405	Iron and steel	21.570	1.970	580



The directives guiding the company on waste management are the following:

- 1 reduction of quantity**
- 2 choice of certified and/or recyclable raw materials**
- 3 reuse and recycling of waste material**

3.1) The data reveals a general trend in the reduction of the quantity disposed of over the three-year period analysed (-29% in 2022 and - 34% in 2023 kilos of waste produced compared to the previous year). In particular, the installation of a sludge centrifuge has led to a significant reduction in the quantities produced. The waste is also sorted by specialised companies that recycle where possible: The percentage of waste for recovery and recycling is, in fact, 98%. The R&D department is on the front line in seeking sustainable solutions aimed at reducing the use of plastic in packaging. A protective packaging was designed for our prosecco products (Gold, Rose Gold and Magnum) during the year. Honeycomb cardboard was used to eliminate the plastic netting on about 650,000 bottles, thus saving 2.19 tons of plastic overall. The goal of reducing the amount of glass disposed of per hl of wine produced was not met in 2023 due to a hailstorm that damaged part of the stock temporarily stored outside the facility, resulting in an increase in the quantities that were disposed of.

3.2) The company is also geared towards selecting suppliers who favour the use of certified and/or recyclable raw materials. Plans are already in place to obtain FSC-certified cardboard and labels, for use on the flagship products, for which we also opted to use recycled plastic sourced from marine plastic.

3.3) Actions on various levels are under way to reduce discards, scrap and, therefore, waste. In particular, Bottega’s participation in the RE.WIND® project continues for a sustainable and circular use of plastic (allowing shrink-wrap film to be separated from other waste belonging to the same EWC code and delivered to a specialised recovery centre, which then uses it to produce new stretch and/or shrink film). The company has participated in this project since 2021 as well as the RafCycle® project for the recovery and recycling of silicone-coated label liners. In 2023, 12.5 tons of plastic were separated for the RE.WIND® project, the equivalent of 60% of all the plastic waste produced in the winery. The recovery and recycling of silicone-coated label liners carried out both in the winery and the liqueur production facility, on the other hand, has resulted in the recycling of about 18 tons of liners, the equivalent of 27% less mixed waste disposed of in 2023.

#### 4.8 Purification plant

Wastewater is treated at a purification plant with an activated sludge process and subsequent centrifugation of the thickened sludge, subject to statutory controls according to the requirements of the Single Environmental Authorisation (AUA No.281/2023). The expansion work on the plant, finished in 2022, has led to an increase in the treatment capacity up to a maximum of 100 m3 per day, with an average COD input of about 8,000 mg/l. In 2023, this plant operated at full capacity, treating wastewater from both the winery and the liqueur production facility, ensuring discharge into surface waters with COD values below 100 mg/l, in compliance with current regulations.

Plans to optimise equipment use for producing more concentrated sludge have also been developed, thus reducing the volume requiring disposal.

A summary of the water discharges is given below for the company site in Bibano for the period 2021-2023.

**Table 19 Summary of the company’s water discharges - three-year period 2021-2023**

SITE	U.M.	2021	2022	2023
Godega di Sant’Urbano (TV)	[m3]	15.728	18.461	16.330





# 5

## Staff

Bottega S.p.A. promotes both the personal and professional growth of its staff at all levels with the overall strategic aim of improving product quality and customer satisfaction through continuity. All employees are hired in compliance with the requirements of the CCNL Food Industry Collective Bargaining Agreement. To this end, the company promotes respect for and protection of the person in their moral, cultural, physical and professional integrity. The company's vision and commitment in compliance with the above-mentioned requirements are outlined in a series of documents, first and foremost:

- Corporate Code of Ethics
- Quality, environment and sustainability policy
- Risk assessment document according to Italian Leg. Decree 81/08.

The current staff situation is outlined in the following tables (the data refer to the entire company, including the Valgataro and Montalcino sites which number one employee each):

**Table 20 Breakdown of staff by contract type and gender**

BREAKDOWN OF TOTAL STAFF NUMBERS BY CONTRACT TYPE AND GENDER									
Type of employment contract	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Open-ended	104	95	199	95	92	187	82	83	165
Fixed term	5	3	8	6	4	10	8	1	9
<b>Total</b>	<b>109</b>	<b>98</b>	<b>207</b>	<b>101</b>	<b>96</b>	<b>197</b>	<b>90</b>	<b>84</b>	<b>174</b>

**Table 21 Breakdown of staff by job type and gender**

BREAKDOWN OF TOTAL STAFF NUMBERS BY JOB TYPE (FULL-TIME AND PART-TIME) AND GENDER									
Full-time / Part-time	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	105	83	188	98	81	179	89	72	161
Part-time	4	15	19	3	15	18	1	12	13
<b>Total</b>	<b>109</b>	<b>98</b>	<b>207</b>	<b>101</b>	<b>96</b>	<b>197</b>	<b>90</b>	<b>84</b>	<b>174</b>

**Table 22 Breakdown of staff by age range and professional role**

BREAKDOWN OF STAFF BY AGE RANGE AND PROFESSIONAL ROLE									
Number of people	2023			2022			2021		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Executives	-	1	3	-	-	3	-	2	1
Middle managers	-	-	4	-	-	3	-	-	4
Office staff	5	75	31	7	67	27	10	60	22
Workers	20	37	31	22	39	29	17	38	20
<b>Total</b>	<b>25</b>	<b>113</b>	<b>69</b>	<b>29</b>	<b>106</b>	<b>62</b>	<b>27</b>	<b>100</b>	<b>47</b>

**Table 23 Breakdown of staff by gender and age range**

SUDDIVISIONE DEL PERSONALE PER GENERE E FASCIA D'ETÀ									
Number of people	2023			2022			2021		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Men	17	44	48	19	39	43	17	44	29
Women	8	69	21	10	67	19	10	58	16
<b>Total</b>	<b>25</b>	<b>113</b>	<b>69</b>	<b>29</b>	<b>106</b>	<b>62</b>	<b>27</b>	<b>102</b>	<b>45</b>

**Table 24 Breakdown of staff by gender and professional category**

BREAKDOWN OF STAFF BY GENDER AND PROFESSIONAL CATEGORY									
Number of people	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	3	1	4	3	-	3	3	-	3
Middle managers	3	1	4	2	1	3	3	1	4
Office staff	39	72	111	36	65	101	35	57	92
Workers	64	24	88	60	30	90	49	26	75
<b>Total</b>	<b>109</b>	<b>98</b>	<b>207</b>	<b>101</b>	<b>96</b>	<b>197</b>	<b>90</b>	<b>84</b>	<b>174</b>

**Table 25 Breakdown of staff by protected category (invalidity and disability)**

BREAKDOWN OF STAFF BY PROTECTED CATEGORY (invalidity and disability)									
Number of people	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-	-	-	-
Office staff	-	-	-	1	-	1	1	-	-
Workers	8	2	10	7	2	9	5	-	-
<b>Total</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>6</b>	<b>-</b>	<b>6</b>

A breakdown of workers by age group shows that employees between the ages of 30 and 50 prevail, although there has been an increase in workers over the age of 50, reflecting the search for staff with proven experience to support the Organisation's strong and steady growth. Overall, there is a positive distribution with a well-balanced ratio of women to men. More specifically, there are still slightly fewer women (47.3%). Above all, women cover administrative and sales roles, as well as some production department areas, especially in the packaging of liqueurs and wines. The analysis also shows that almost all of the workforce has open-ended contracts and, over the last year, 5% of the staff belong to protected categories. All workers are employed under the relevant national contract and are graded according to the tasks required of them.



**Table 26 Company turnover rate**

TURNOVER RATE			
	2023	2022	2021
Overall turnover (%)	7,25	16,24	13,79
Negative turnover (%)	23,83	7,61	8,05
Positive turnover (%)	31,09	23,86	21,84
Compensation rate (%)	130,43	313,33	271,43

There was a decrease in overall turnover of workers in 2023, as indicated by the data for the three-year period.

The negative turnover, on the other hand, is on the rise. Most of the staff leaving are motivated by professional choices and, to a small extent, by retirement.

The positive turnover is high and on the rise compared to previous years. In 2023, in fact, there were numerous new hires, motivated not only by departures, but above all by the company's strong growth. The latter has been particularly intense and constant in recent years, resulting in the need to recruit new staff to support an ever-expanding business.

The balance between new hires and departures, although notably lower over the last year, remains positive as demonstrated by the replacement rate.

The company's vision includes constant support for employees' growth through ongoing training programmes both general and specific. These were held regularly in 2023, although with inevitable limitations due to the need to follow the growth of the company's business and onboarding of new hires. Extensive instruction and training was carried out regarding safety in the workplace, using a different form of education about the correct handling of loads and computer positions, which involved almost all workers.

**Table 27 Staff training**

NUMBER OF TRAINING HOURS PER YEAR PER EMPLOYEE, BY GENDER AND PROFESSIONAL CATEGORY									
Number of people	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	53	-	53	4	-	4	20	-	20
Middle managers	70	14	84	6	4	11	27	13	40
Office staff	429	616	1045	313	580	893	114	195	310
Workers	527	192	719	12	2	14	411	0	411
<b>Total</b>	<b>1079</b>	<b>822</b>	<b>1901</b>	<b>335</b>	<b>587</b>	<b>922</b>	<b>572</b>	<b>208</b>	<b>781</b>

The corporate climate is positive overall and the submission of the assessment questionnaire will be repeated during 2024. Staff have the possibility of reporting, anonymously if preferred, any aspect that they deem to be detrimental both to the quality and safety of products and to the rights and dignity of people through an interactive communication system that includes the use of specific forms and dedicated collection boxes.

All the report and proposals are periodically analysed and submitted for review by the company's owners to establish their feasibility.

In addition, the relocation of the liqueur production facility to a completely new site is currently under way which will also give workers more space and a better quality working environment.

**Welfare:**

Actions to bolster employee income include:

- A gift to all employees (including part-time and fixed term staff): at Christmas, all employees are given a substantial Christmas package, including a selection of a variety of the company's products, ranging from wine to liqueurs and grappa;
- Supplementary medical accident and life insurance for all employees - FASA Fund;
- Production bonus for all employees based on the company's results
- Welfare wallet, with the deposit of a sum of money, based on pre-established criteria, with a service website managed by Randstad and on which it is possible to make a series of purchases, related to the offers available.

**Health and Safety:**

The safety indicators are shown below. The indices have improved in terms of frequency of events, but worsened in terms of severity.

Since September 2022, the company has hired an in-house OSH officer with the aim of boosting the diffusion of a culture of safety at all company levels.

**Table 28 Safety indicators**

SAFETY INDICATORS			
Rates	2023	2022	2021
Frequency index (no. of events*1000000/hours worked)	5,14	6,37	3,16
Severity index (days absence*1000/hours worked)	0,18	0,06	0,02



# 6

## 6. Local area and community relations

### 6.1 Educational institutes

There is a constant collaboration between Bottega SpA and local educational institutes. Below is a detailed list of the work placements and internships taken up in recent years.

	2021	2022	2023
Number of work placements	4	9	8

Work placements mostly came from:

- "G.B. Cerletti State High School in Conegliano Veneto (the winemaking school with the longest tradition in the local area)
- University of Padova
- University of Udine
- State high schools for work-school experience
- Cà Foscari University of Venice
- Opificio delle Pietre Dure of the Florence Art Museum

### 6.2 Relations with the local area and charity work

The company implements an ongoing policy of promoting the values of the local area, both in terms of wine specifically and, more generally, by promoting and supporting cultural, tourist and social activities.

Relations with the community and institutions have always been very close both for bureaucratic/administrative issues and interaction with the local area where our sites are located. There are also many initiatives held all over Italy and around the world that Bottega SpA implements to support social projects.

These include, among others:

- the donation of 2,000 euros to **PMG Italia, Progetto Mobilità Garantita (Guaranteed mobility project)**, an association that provides transport to people with muscular dystrophy in Fontanafredda.
- Sponsorship of **Grest di Bibano** covering the cost of t-shirts
- 10 bikes provided for the **Prosecco DOCG hill cycling tour**

Bottega is also a sponsor of the Slow Food Foundation for biodiversity.

Below is a list of the main industry associations as well as other national and international protection associations with which Bottega SpA cooperates:

Assodistil, Unionvini, Assoenologi, Consorzio Tutela Prosecco DOC, Consorzio Tutela del vino Conegliano Valdobbiadene Prosecco, Consorzio Tutela Vini Valpolicella, Consorzio del Vino Brunello di Montalcino, Associazione Nazionale Le Donne Del Vino (non-profit association promoting wine culture and the role of women in the wine industry and society).

### 6.3 Good neighbourly relations

Of the five company sites, it should be noted that an analysis of the impact of the company's activities on good neighbourly relations was only carried out for the production sites of Bibano (TV) and Valgatara (VR). This is because the other three sites are not affected by this issue - the Montalcino site is isolated, in open countryside and there are no houses nearby, the Fontanafredda (PN) site is situated in an industrial area and lastly, the Vittorio Veneto (TV) site has no activities that are relevant from this point of view.



Figure 10 Godega di Sant'Urbano (TV) site

Similarly for the Valgatara (VR) site:



Figure 11 Valgatara (VR) site

In any case, for the few residents in the vicinity, a questionnaire is sent out at least every three years aimed at identifying any critical issues. The first questionnaire was sent out in July 2021. No critical issues were reported in the neighbourhood. No reports or complaints have been received from the neighbourhood over the years.

We will carry out another survey during 2024.







# 7

## Good economic practices

An economic management system is in place that enables the breakdown of the various cost centres, taking into account sustainability and the requirements of the Equalitas Standard. This has made it possible to extrapolate most of the costs sustained in the past which may impact environmental sustainability, as well as all the other costs. The costs sustained in the years with the relevant trends are outlined in Table 29:

**Table 29 Summary of the main costs with an impact on sustainability**

COST ITEMS	2021	2022	2023
Electricity costs	€ 544.973,66	€ 1.010.607,52	€ 690.388,00
LPG costs	€ 80.177,38	€ 120.232,82	€140.718,00
Natural gas costs	€ 31.598,19	€ 131.615,57	€126.053,00
Diesel costs	€ 51.635,47	€ 85.753,53	€ 92.824,00
Water costs	€ 62.085,91	€ 83.856,02	€ 92.064,00
Detergent - Sanitiser costs	€ 92.117,65	€ 80.386,24	€77.876,28
Winemaking product costs	€ 391.162,95	€ 408.701,66	€252.629,70
Investments in systems/equipment for sustainability	€ 94.500,00	€ 445.546,00	€490.500,00

The detail of the investments cited in the table above for 2023 is given below:

DESCRIPTION OF INVESTMENT	AREA	COSTO (€)
Photovoltaic system installation	Renewable energy sources	€224.500,00
Expansion of wastewater purification plant	Wastewater purification	€266.000,00

# 8

## Internal audits

An internal audit on the Equalitas Standard is carried out at least once a year, as part of the management system. The audit was carried out by a qualified, independent auditor using a checklist for the latest version of the standard. The audit had a positive outcome and no specific areas with critical issues emerged.

# 9

## Goals reached and sustainability improvement plan

The experience gained in recent years, particularly through the adoption of a management system based on the Equalitas Standard, has been invaluable in supporting data collection and analysis. As a result, the metrics now have a well-established historical record, enabling more targeted improvement activities to be planned.

**Table 30 - Results achieved**

PROCESS	INDICATOR	DEPT. MANAGER	METHOD	2023 GOALS	2023 FINAL STATEMENT
Use of water for production purposes/ Wastewater purification	hl/hl	TECH. AREA MGR/DIR. QA WORKER/MGR	Rationalisation of water consumption aimed at reducing the volume sent for purification	Liqueur production facility: 1.90 hl/hl	Liqueur production facility: 1.20 hl/hl
Implementation of a plastic recycling programme for shrink-wrap and stretch film in order to make better use of waste	% Kg	DEPT. MGRS./QA MGR/ TECH. AREA MGRS.	Through a system of waste separation, all the stretch and shrink-wrap film is separated from the rest of the plastic to produce new stretch film. Raising awareness among employees	>45%	60% less plastic disposed of (winery)
Management system	Certification	QA MGR/TOP MGMT	Management system compliant with Equalitas standard	Maintenance certification	Obtained

In 2024, the goal is to further strengthen efforts to promote sustainable practices across the company. While these practices are required in all areas, the focus will be on measurable targets related to energy, water, consumption in the production process, and waste recovery and recycling. A new goal has also been introduced concerning the equitable repartition of employees by gender.

The improvement plan is outlined in the table below:

**Table 31 - Definition of company goals**

PROCESS	INDICATOR	DEPT. MANAGER	METHOD	2024 GOALS
Decrease in electricity consumption	Completion of activity	Top management / OPER. MGMT. / All Area Mgrs.	Energy diagnostic and efficiency plans	Carry out energy diagnostics
Self-production of energy from photovoltaic panels	%/Self-produced electrical energy out to total consumed	OPER. MGMT	Maintaining facility efficiency	>40%
Use of water for production purposes/ Wastewater purification	hL / hL	TECH. AREA MGR/OPER. MGR/AQ MGR	Rationalisation of water consumption aimed at reducing the volume sent for purification	Liqueur production facility: 1.20 hL/hL Winery: 2.10hL/hL



PROCESS	INDICATOR	DEPT. MANAGER	METHOD	2024 GOALS
Reduction of the quantities of glass disposed of compared to hL produced (winery)	Kg/hL	TECHNICAL AREA MGR/QA MGR	Rationalisation of production to avoid stock obsolescence, improvement of performance, management of format changeovers	1.0 Kg/hL
Implementation of a plastic recycling programme for shrink-wrap and stretch film in order to make better use of waste	% of weight of plastic discarded by the winery	DEPT. HEADS/QA MGR/TECH. AREA MGR.	All shrink-wrap and stretch film is separated from the rest of the plastic through a waste separation system to produce new stretch film. Raising awareness among employees.	>62%
Production and packaging of sparkling wine	kg/hL	TECH. AREA MGR/OPER. MGR/AQ MGR	Assessment of consumption of winemaking materials/chemicals for washing and study for implementation of reduction project	Technological adjuvants: 0.15 Kg/hL  Detergents: 0.18 Kg/hL
ORGANIC farming	Organic certification	TECH. AREA MGR/QA MGR	Conversion plan of Bottega SpA vineyards from conventional to organic	2 organically certified vineyards
Health and safety in the workplace	IF: (no. events*1,000,000/hours worked) IG: (days absent*1,000/hours worked)	OSH Officer/All Area mgrs.	Monitoring injury and absence from work rates, cause of event	IF: 3.0 IG: 0.03
Working practices and human rights	% breakdown of workers by gender	Top management /HR Manager /All Dept. Heads	Monitoring of consolidated data of ratio of male and female employees	Women: >49%





**Bottega S.p.A.**

Villa Rosina - Vicolo Aldo Bottega, 2  
31010 Bibano di Godega di Sant'Urbano (TV) - Italy  
Tel. (+39) 0438.4067 - Fax (+39) 0438.401006  
info@bottegaspa.com - www.bottegaspa.com