



SUSTAINABLE DEVELOPMENT STRATEGY

Positive Impact Brands for People and Nature

1

The meaning of Sustainable Development for Bolton Group

2

The Bolton Group's Sustainable Development Strategy

3

The role we can play

4

Positive Impact Brands

5

For Nature

6

For People

7

Beliefs and Fundamentals

8

Our Targets

THE MEANING OF SUSTAINABLE DEVELOPMENT FOR BOLTON GROUP

At Bolton Group, we recognize that the external context is rapidly changing: new challenges are emerging related to the cost of energy and raw materials, lack of resources, climate changes, ocean acidification and inequalities along the value chains.

Consumers and citizens are even more active in understanding the implications of what they choose and buy and are aware of their purchasing power. For this reason, companies are expected, together with institutions and scientific partners, to act for a better economy and a more sustainable and fairer world.

Driven by our will, our people and our brands, we strive for healthy and sustainable growth to guarantee the prosperity of tomorrow. We believe that our business development has to respect the people and the planet and it has to be sustainable in the long run. For us, "sustainable development" means doing good and prosperous business, respecting the rights of the people involved in our value chains, the communities and protecting the resources of the Earth, thanks to which our business itself stems.

Our commitment to the planet and societies, indeed, is a commitment to the future of humanity.



THE BOLTON GROUP'S SUSTAINABLE DEVELOPMENT STRATEGY

The Bolton Group **Sustainable Development Strategy** sets 360 degree social and environmental commitments and ambitions for the Group, its Business Units, all the companies in the countries and future acquisitions.

Our Strategy

- Aligned with our **Mission**: Bolton Group is committed to create economic, social and human value for people through its brands, products and services and it is committed to generate a positive impact and prevent negative impacts.
- **Meaningful for All**: the Sustainable Development strategy has been designed to be relevant and impactful for all our legal entities and business relationships, in all the geographies where we operate. Furthermore it sets a direction that is shared with all the employees to empower their participation and contribution.
- Aligned with **Business Plans**: it is part of the growth direction of our business industries and it is taken into account in the key business processes of the Group (budget cycles, M&A plans, innovation flows, people management, etc.).
- **“Outwards” Looking**: the strategy has been developed taken into consideration the Group business priorities, but also the external scenario emerged by the consultation of the Sustainability Advisory Board*, key external stakeholders and the materiality assessment developed at Group level.
- **Supportive**: the strategy supports the 17 Sustainable Development Goals set out by the United Nations in 2015 and the UN Global Compact Ten Principles.
- **Science Based**: the strategy aims to take into consideration the latest scientific searches on climate, water, oceans and human rights. Thanks to the collaboration with the Sustainability Advisory Board and our external partners we continuously review it along the year.
- **Transformative and Holistic**: the strategy aims to evolve the way we do business, to embrace several environmental, social and governance aspects and transform, in some cases, our supply chains, so that we can have a better impact on the environment and the communities.

* A high-level external experts' group that inspires the Bolton Group Executive Board on sustainability topics.

To have more information about this strategic document and its implications for the business and its operations, contact the Group Sustainable Development Team: mail@boltongroup.it

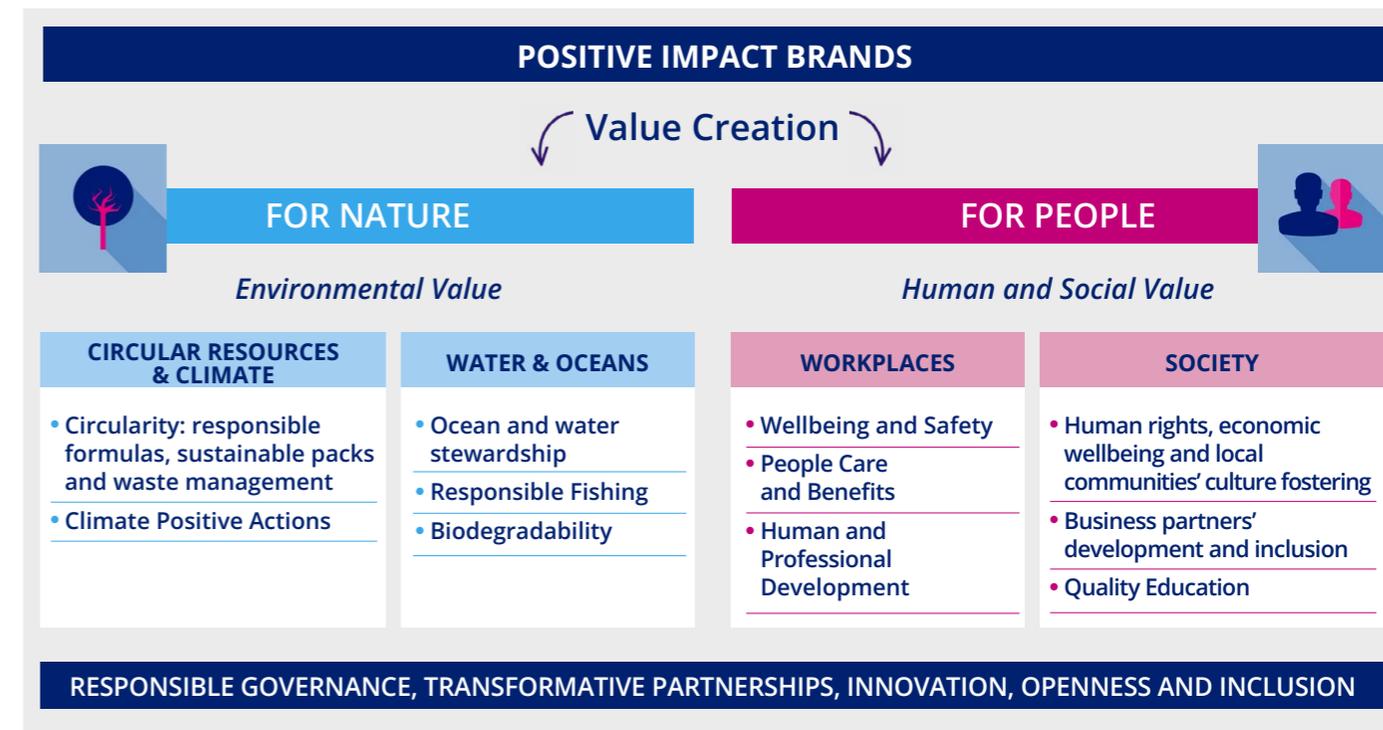
THE ROLE WE CAN PLAY

Our mission is to **create value for today and for the future**, through responsible actions targeted at protecting the environment, respecting human rights along value chains, supporting the communities where we are present, growing with our people, and caring for our consumers providing everyday high-quality, innovative and sustainable branded products.

Our branded products touch the lives of millions of people everyday and, thanks to our brands, we create value that is distributed for the benefit of Nature and the People.

- We generate environmental value by **reducing the emissions** of our value chains, preserving our **ocean, honoring its generosity**, and reinforcing our **stewardship of fresh water**.
- We create thriving workplaces using the power of business to generate a **better future for our employees, local communities** and the people involved in our **supply chains**.
- We base our actions on a **responsible governance model**, while our owners lead the company for more than 70 years.
- We develop projects, working with **experienced partners** that can support the transformation of our value chains for a better society.
- We rely on an innovative mindset to reach **consumers' needs** wherever and whenever they like.
- We are open to listen to and include diverse points of view and experiences to evolve ourselves and promote **behaviors and values** for societal progress.

OUR SUSTAINABLE DEVELOPMENT STRATEGY

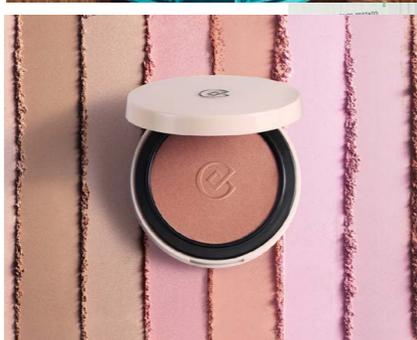


OUR KEY COMMITMENTS ARE:

- 1 All our brands are committed to **create value** by enabling people to live **sustainable lifestyles**.
- 2 Persistently **improve our footprint** on the Planet and support **regenerative initiatives** to have a positive impact on Nature.
- 3 Ensure that all our value chains guarantee **human rights**, offer **equal** and **thriving** opportunities to employees and local communities.

POSITIVE IMPACT BRANDS

Our brands are key assets in our Sustainable Development Strategy. The choices we make along our supply chains, in our production facilities, with our partners and for our consumers' wellbeing are all reflected into our branded products.



Our responsibility is to provide branded solutions to allow people to easily embrace a more sustainable and responsible lifestyle. Particularly:

- 1 At corporate level, we want to clearly position Bolton Group as a responsible player within the business community.
- 2 Our food offer aims at fostering people healthy and sustainable eating in a convenient and affordable way.
- 3 Our personal and beauty care products allow people to take care of their wellbeing through responsible and sustainable rituals.
- 4 Our home care range allow people to transform their homes into comfortable and responsibly managed living places.
- 5 Our adhesives enable people to embrace a more sustainable lifestyle by fostering their creativity and promoting a culture of repairing, upcycling and sustainable home improvement.

The value that we generate through our market positioning and our branded solutions is distributed among shareholders, but also reinvested for the benefit of our employees, communities and the Planet.

FOR 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.



That is why we have chosen to focus our attention on **4 specific dimensions**:

1. Climate

We feel the urgent responsibility to contribute to tackling the climate situation. We believe that everyone has to contribute to generate a positive impact. That's why we aim to reduce the level of CO₂ emissions in the atmosphere and do our best to protect the natural ecosystem we count on for our business activity.

2. Circular Resources

New energy mix solutions and different raw and packaging materials have to be found to guarantee a solid business continuity and value generation in the long term. That's why we are committed to shifting, as much as we can, from a traditional linear model to a more circular approach, keeping resources in the economic loop for as long as possible.



3. Ocean's Protection

Almost 70% of our business is based on the oceans health and productivity. We know, indeed, that their future is at stake due to bad business practices and anthropogenic climate changes. That's why we're committed to put in place responsible practices in all our fishing activities, to guarantee the health of the stocks, biodiversity preservation and coastal communities' sustainable business development. At the same time, in our Home and Personal Care and Beauty businesses we put great attention in developing new formulas that aim at using more biodegradable ingredients, respecting coral reefs and limiting the use of aesthetic polymers.



4. Fresh Water Stewardship

Water is not only a source of energy, but it's even more a key ingredient for many products and processes. Many of our Home and Personal Care formulas, in our case, contain fresh water and, most of them, need it to be experienced by consumers. Water is also a critical resource to produce canned fish and meat.

The water scarcity phenomena and the increasingly frequent droughts in some geographies, can put human wellbeing and businesses under serious threat. For this reason, we believe that we have to tackle the issue with the utmost responsibility and find the most relevant water stewardship technologies and solutions to preserve this fundamental resource.





FOR PEOPLE

Our business cannot exist without satisfied and engaged people.

Today, more than ever, after the global pandemic that affected us, we are aware of how relevant people's wellbeing is. Phenomena related to the Great Resignation and the Quiet Quitting represent signals of the weaknesses that the current ways of working have and how it is difficult to match new generations' expectations on their work-life balance. Furthermore across Europe and the world, every dimension of inequality is rising: particularly related to the wealth, income, gender and race. Many people and local communities are facing violations of their human rights that do not allow their development and flourishing.

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.

1. Workplaces

Our people are our strength. Their wellbeing, physical and psychological, is essential for our business prosperity and to accomplish our mission to generate value. Caring for our people and offering attractive benefits and options for their human and professional development are crucial to prosper with motivated and passionate people in the long run.

2. Society

Our responsibility does not end outside our buildings' doors or vessels. The communities around us play a major role in supporting our presence and business activities. Specifically, we want to put great attention on the respect of the human rights of all the people involved along our value chains, promoting a wellbeing culture where economic prosperity and local culture fostering are top of mind in our business choices. At the same time, we want to enlarge our scope of attention to our business partners and relevant stakeholders, being a force for good and promote and encourage their sustainable development path.



BASED ON OUR BELIEFS AND FUNDAMENTALS



Our commitments and focus areas are based on relevant business fundamentals: a transparent governance model, long lasting transformative partnerships, an innovative mindset and the choice to include diversities to guarantee a more resilient and prosperous business development. Furthermore we have always in mind the core concept of our internal behavioral Manifesto:

IMAGINE BIG DO BETTER

and its beliefs and attitudes:

DESIGN FOR VALUE

We design every detail to generate value. When we design and develop our positive impact brands, we always seek for details that make the difference: in our formulas and packaging and the ways we choose to offer them to our trade partners and consumers.

WILL TO ACHIEVE

Sustainable development needs resilience, passion and determination to bring meaningful impact. In many cases, decisions for a more sustainable business development can be hard to be taken, but they can be best options in the medium and long term.

QUEST TO EVOLVE

We know that current sustainability challenges force us to move forward even without detailed instructions or clear predictions of the future, but we always look for new ways and perspectives to improve and evolve.

CARE FOR BALANCE

We are always committed to pursue the right balance between the community, our business and the planet. And to do so we rely on sustainable relationships and transformative partnerships, but even more on relations of trust and mutuality.

Our Sustainable Development Plan is fully set on our identity, our history, on how we see the world around us and on the way we imagine the future for the next generations.



OUR TARGETS

For each pillar of our Sustainable Development Plan we have defined specific targets that represent the Bolton Group commitment for a sustainable business development.



POSITIVE IMPACT BRANDS

All our brands are committed to **create value** by enabling people to live **sustainable lifestyles**

SUSTAINABLE PORTFOLIO

■ **By 2030 50% of company's revenue come from sustainable products¹.**

¹ Sustainable Products are not only products with sustainability features, but that are also well communicated to consumers.



FOR NATURE

NEW GOALS
IN PURPLE

Persistently **improve** our footprint on the Planet and support **regenerative initiatives** to have a **Positive Impact on Nature.**



CIRCULAR RESOURCES

- **By 2025 we will reach a Forest Positive Approach:**
 - 100% paper: recycled or from sustainable sources on packaging.
 - 100% RSPO certified palm oil derivatives in our products

- **By 2025 we will reach zero waste to landfill in our manufacturing sites** *(where technological systems are available)*
- **By 2025 we will improve our packaging through:**
 - 100% packaging reusable, refillable or designed to be recyclable
(Excluding packaging where ingredients or residue may affect recyclability or pollute recycling streams)
 - 40% plastic packs made from recycled or bio-based sources

- **By 2035 we will reach a more circular approach on packaging through 100% zero virgin plastic from fossil sources.**

- **By 2030 we will reach 50% ingredients from circular sources¹ in our home, personal and adhesives products.**



CLIMATE

- **By 2023 we will set a robust Corporate Carbon Footprint and a clear decarbonization strategy.**
- **By 2025 we will reduce the footprint in our operations through:**
 - 20% CO₂ emissions per ton of finished product vs 2017 levels²
 - 100% renewable electric energy *(where it is feasible)*



OCEANS

- **By 2024 onwards achieve 100% tuna from responsible fishing practices for all our brands³**
- **Every year 100% of tuna in compliance with ISSF and RFMO regulations.**
- **By 2025 reach 100% usage of biodegradable FADs⁴ for all our vessels.**
- **By 2030, for our global brand Rio Mare, 100% tuna from MSC certified fisheries.**
- **Developing annual advocacy initiatives focused on fisheries management and marine ecosystems protection with our transformational partners.**
- **Every year support our environmental partners in conservation projects to protect marine ecosystems.**



WATER

- **By 2024 we will calculate our Corporate Water Footprint and define a clear reduction strategy.**
- **By 2025 we will reduce water consumption per ton of finished product by 20% vs 2017 levels.**
- **By 2025 100% sunscreen products in compliance with the Hawaiian Reef Bill.**
- **By 2035 we will reach 100% biodegradable ingredients in our home and personal care products.**

¹ Ingredients from "Circular Sources" can be e.g. renewable/biobased, recycled/regenerated/upcycled, coming from abundant minerals and biomass balance certified.
² For Tri Marine the baseline is 2020
³ it means: Marine Stewardship Council (MSC) certified, in MSC full assessment, or engaged in a comprehensive and credible FIP, or Green/Yellow rated according to Monterey Bay Aquarium's Seafood Watch.
⁴ Majority of material is biodegradable.



FOR PEOPLE

NEW GOALS
IN PURPLE

Ensure that all our value chains guarantee **human rights**, offer **equal** and **thriving** opportunities to employees and local communities.



WORKPLACES

WELLBEING AND SAFETY

- By 2025 reduce by 50% Lost Time Accidents vs 2020 baseline.

PEOPLE CARE AND BENEFITS

- Map the minimum living wage in all the geographies where we have activities by 2024 and consequently bridge possible gaps.
- By 2024 conduct Gender Pay Equity assessment in all key geographies and consequently bridge possible gaps.
- Guarantee access to primary medical care for 100% of our employees and their families in countries with no access to public health.

HUMAN AND PROFESSIONAL DEVELOPMENT

- By 2025 strengthen employee engagement, achieving our industries benchmark in bi-annual Great Place to Work survey.
- By 2025 40% of management positions held by women.



SOCIETY

HUMAN RIGHTS, ECONOMIC WELLBEING, LOCAL CULTURE FOSTERING

- By 2024 develop and implement a safe, effective and clear grievance mechanism and whistle blowing channel.
- By 2025 100% acknowledgment to our Code of Conduct and Human Rights Policy in our workplaces and first tier suppliers.

BUSINESS PARTNERS' DEVELOPMENT

- By 2025, implement sustainability due diligence management systems that ensure, at least, an ESG self assessment or audit on 100% strategic suppliers.



THINK BEFORE YOU PRINT



BOLTON
GROUP

Via G.B. Pirelli, 19 - 20124 Milan (Italy)
www.boltongroup.net