

A photograph of a family of four sitting at a dining table. In the foreground, a young boy with curly hair is laughing joyfully, his hands clasped. To his right, a man with a beard and short hair is smiling warmly at him. In the background, a woman and another child are also seated at the table, which is set with various dishes, including a large green salad, a bowl of vegetables, and bread. The scene is lit with warm, indoor lighting, creating a cozy and intimate atmosphere.

Caring for what
cares for you

Deoleo ESG Appendix 2021

Deoleo[®]
The Olive Oil Company.

About this appendix to Deoleo's 2021 ESG Report

This appendix was published in September 2022 in conjunction with Deoleo's ESG Report and reflects activities and initiatives for the period from 1st January to 31st December 2021, as well as certain subsequent events and initiatives that occurred after the end of fiscal year 2021 and prior to publication where indicated.

This ESG Appendix has been written to provide – where possible and relevant – the environmental, social and governance (ESG) data commonly sought by investors and rating bodies. To that end, this report references the Global Reporting Initiative (GRI) Standards and United Nations Sustainable Development Goals (UN SDGs) and select indicators from the SASB Processed Foods Standard.

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Deoleo's material issues and where they occur across our value journey

Key: Moderate Significant Major

Material issues	Definition	Farming	Logistics	Manufacturing	Retail and consumption
Responsible sourcing and farming	The practice of sourcing all raw materials we rely on in a sustainable way- from raw ingredients to packaging materials, considering how they can be recycled in the future. This thinking extends to the implementation of farming practices that prioritise soil health, natural pesticides, biodiversity, and the responsible use of water. Applying this approach to everything we acquire for company purposes to actively minimise the impact of production on the land.				
Business ethics and human rights	Following business practices that are ethical and traceable. Acting with integrity and transparency in matters of tax, reporting, policy and lobbying. This includes respecting human rights and protecting the rights of every single person who works for our company, and across our supply chain. The use of ethical recruitment practices, alongside a robust provision of health and safety and safe access to health and hygiene for all.				
Product integrity	The complete traceability of each of our products, from their origin and ingredients to the way in which they were produced and exactly what they contain, so that we can guarantee total transparency for consumers.				
Nutrition	Our social responsibility to always adhere strictly to GDA labeling guidelines and clearly communicate with consumers how to use our products as part of a healthy lifestyle.				
Circular economy	The lifecycle of Deoleo's products, including the way in which we design and make packaging to enable recycling and reuse, so that we minimise waste throughout the process and at the end of its life. How we communicate to consumers about recycling and encourage them to participate.				
Responsible marketing and labelling	The way in which we advertise our products and ensure that all messages are honest, inclusive and accessible for everyone. Labeling our products with clear, accurate and transparent information.				
Farmer livelihoods	The positive impact we can have on the lives of the farmers we work with, including investing in and helping to develop rural communities, providing education on sustainable farming practices and our commitment to always trade ethically.				

Deoleo's material issues and where they occur across our value journey *(continued)*

Key: Moderate Significant Major

Material issues	Definition	Farming	Logistics	Manufacturing	Retail and consumption
Diversity, equality and inclusion	Ensuring that everyone who works with us is paid fairly and treated with respect regardless of gender, age, ethnicity, sexuality, impairment or any other defining trait. Regularly reviewing the diversity of our workforce and considering how all parts of the community are represented. Creating a culture of openness and inclusivity that is free from discrimination.				
Climate change	Our company's effect on the climate through the resources we use including energy, water and fossil fuels for logistics. Finding more efficient ways of working and renewable alternatives that can reduce our effects. The impacts of climate change – such as water scarcity – on the raw materials we use.				
Employee value proposition	How we attract and keep the best people by ensuring we keep them safe and offer them the best individual experience, while also developing our workforce as a whole and promoting a positive work culture that supports employee wellbeing.				
Accountable and inclusive governance	Regularly reviewing our Executive Board to monitor diversity, training, pay and the inclusion of independent board members. Considering how the Board engages with external stakeholders and experts and making sure it reflects our company values. Establishing the financial rewards that are linked with ESG performance.				
Food waste	The organic waste generated throughout the farming and production processes, and after our products have been received by consumers, and how this can be reduced or reused.				
Operational waste	Any and all non-organic waste that is generated by our company and the challenges of managing it responsibly.				
Chemical use	How and where chemicals are used throughout the production process and where these can be swapped for more environmentally-friendly alternatives.				

UN Sustainable Development Goals (SDG) index 2021

SDG Goal	SDG Ambition Benchmark	Targets	Potential Impact	Where We Are (KPI) and GRI reference	Who Is Impacted
		2.2: By 2030, end all forms of malnutrition.	<ul style="list-style-type: none"> + Quality, affordable olive oils sold globally. - Olive oil is less accessible in comparison to other oils. 	<p>Funded R&D project by the Instituto Nutrizionale Carapelli to explore link between olive oil and well-being.</p> <p>GRI 413: Local Communities 2016</p>	<ul style="list-style-type: none"> • Individuals/Communities within supply chain • Individuals/Communities where we operate
		3.4: By 2030, reduce by one-third premature mortality from NCDs through prevention and treatment and promote mental health and well-being.	<ul style="list-style-type: none"> + Products support healthy, nutritionally balanced diets + Continue to provide transparent nutrition information on every bottle, above and beyond regulatory requirements - Overconsumption of products may have negative health outcomes - Operations may exert a direct or indirect impact on ecosystems and environments that could impact human health 	<p>Researching the nutritional value of olive oil</p> <p>Six researchers awarded scholarships to continue their career in olive oil nutrition science in 2020.</p> <p>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 413: Local Communities 2016</p> <p>GRI 416: Customer Health and Safety 2016</p> <p>GRI 417: Marketing and Labelling 2016</p>	<ul style="list-style-type: none"> • Individuals/Communities where we operate • Individuals/Communities within supply chain • Our employees • Our consumers
	Gender balance across all levels of management	<p>5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p> <p>5.5.2: Proportion of women in managerial positions.</p>	<ul style="list-style-type: none"> + Promoting equal opportunities + Expand female leadership and opportunities across our organisation - Gender pay gap within organisation. 	<p>1.92% gender pay gap, far below the ILO's global estimate of 16%-22%.</p> <p>GRI 102-22 disclosure</p> <p>GRI 102-24 disclosure</p> <p>GRI 401: Employment 2016</p> <p>GRI 405: Diversity and Equal Opportunity 2016</p> <p>GRI 414: Supplier Social Assessment 2016</p>	<ul style="list-style-type: none"> • Individuals/Communities within supply chain • Our employees
	Net-positive water impact in water-stressed basins	6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	<ul style="list-style-type: none"> + Reducing water use and cleaning what we discharge. - Through our suppliers, growing olive groves use water, therefore indirectly impacting water availability and quality in the supply chain. 	<p>Dual approach to water preservation – reduce use and develop processes to maintain quality and limit pollution.</p> <p>GRI 303: Water and Effluents 2018</p> <p>GRI 306: Waste 2020</p>	<ul style="list-style-type: none"> • Individuals/Communities within supply chain • Individuals/Communities where we operate • The natural world

UN Sustainable Development Goals (SDG) index 2021 *(continued)*

SDG Goal	SDG Ambition Benchmark	Targets	Potential Impact	Where We Are (KPI) and GRI reference	Who Is Impacted
		7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.	+ Transitioning to more renewable sources of energy to power operations	In Italy, installed a solar plant with the capacity to supply 1,000 kWh every month. GRI 302: Energy 2016	<ul style="list-style-type: none"> • Individuals/Communities where we operate • Regulators and Policy Makers • Our Employees • The natural world
	100% of employees across the organization earn a living wage	<p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p> <p>8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>	<ul style="list-style-type: none"> + Developing employee value propositions and creating economic opportunities in farming communities. + Reward all farmers for certified sustainable oil. + Sponsor women farmers activities or foundations. + Conduct a human rights saliency assessment + Support continuous learning for 100% of employees annually 	<p>2,394 hours of occupational health and safety training provided at the head office in Spain. Gender pay gap reduced to 1.92%.</p> <p>GRI 201: Economic Performance 2016 GRI 203: Indirect Economic Impacts 2016 GRI 401: Employment 2016 GRI 403: Occupational Health and Safety 2016 GRI 404: Training and Education 2016 GRI 412: Human Rights Assessment 2016 GRI 414: Supplier Social Assessment 2016</p>	<ul style="list-style-type: none"> • Individuals/Communities within supply chain • Our Employees
		<p>10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>	<ul style="list-style-type: none"> + Maintaining strict policies against discrimination of any kind and offering equal progression opportunities. + Support relevant networks for key employee groups such as LGBT+ and female employees and involve the networks in future strategy development. 	<p>Facilities in Spain, Italy, India and the US all meet legal requirements for hiring people with disabilities.</p> <p>A Diversity Charter Certificate details our commitment to equal opportunity and anti-discrimination.</p> <p>GRI 401: Employment 2016 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 413: Local Communities 2016</p>	<ul style="list-style-type: none"> • Employees • Individuals /Communities within supply chain • Individuals/Communities where we operate

UN Sustainable Development Goals (SDG) index 2021 *(continued)*

SDG Goal	SDG Ambition Benchmark	Targets	Potential Impact	Where We Are (KPI) and GRI reference	Who Is Impacted
	100% sustainable material inputs that are renewable, recyclable or reusable 100% resource recovery, with all materials and products recovered and recycled or reused at end of use Zero waste to landfill and incineration	12.2: By 2030, achieve the sustainable management and efficient use of natural resources. 12.3: By 2030 ... reduce food losses along production and supply chains, including post-harvest losses. 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, ... in order to minimize their adverse impacts on human health and the environment. 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	+ Reducing waste, promoting recycling and mitigating environmental impacts.	Our dark glass bottles contain approximately 60% recycled material. 32.16% of our extra virgin olive oil is sourced from farmers and cooperatives certified under our Sustainability Protocol. GRI 301: Materials 2016 GRI 302: Energy 2016 GRI 303: Water and Effluents 2018 GRI 305: Emissions 2016 GRI 306: Waste 2020 GRI 308: Supplier Environmental Assessment 2016 GRI 417: Marketing and Labelling 2016	<ul style="list-style-type: none"> Individuals/Communities within supply chain Individuals/Communities where we operate The natural world Our consumers
	Science-based emissions reduction in line with a 1.5°C pathway.	13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<ul style="list-style-type: none"> + Within the supply chain, olive trees capture carbon in the trees structure and in the soil. - Directly and indirectly adding greenhouse gases to the atmosphere by the manufacturing process, using energy to make oil, and then transporting it to consumers. 	11.1% reduction in Scope 1 and 2 emissions (vs 2019). GRI 201: Economic Performance 2016 GRI 302: Energy 2016 GRI 305: Emissions 2016	<ul style="list-style-type: none"> Individuals/Communities within supply chain Individuals/Communities where we operate Our consumers Our employees Regulators and Policy Makers The natural world
	Land degradation neutrality including zero deforestation. Zero discharge of hazardous pollutants and chemicals.	15.3: By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world 15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	<ul style="list-style-type: none"> + Encouraging sustainable farming practices to safeguard natural habitats. - Exert a direct or indirect impact on ecosystems and land use in supply chain, such as soil erosion, that may affect local resident's livelihoods. 	Farmer initiative to reduce artificial chemical use on crops and boost soil health. GRI 304: Biodiversity 2016 GRI 306: Waste 2020 GRI 413: Local Communities 2016	<ul style="list-style-type: none"> Individuals/Communities within supply chain The natural world

UN Sustainable Development Goals (SDG) index 2021 *(continued)*

SDG Goal	SDG Ambition Benchmark	Targets	Potential Impact	Where We Are (KPI) and GRI reference	Who Is Impacted
	Zero incidences of bribery	16.6: Develop effective, accountable and transparent institutions at all levels	- Potential risk of directly or indirectly influencing unethical practices in supply chain	GRI 205: Anti-corruption 2016	<ul style="list-style-type: none"> • Our employees • Regulators and Policy Makers • Communities
		17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	+ Working with an international network of partners to ensure sustainable, responsible business growth.	AUTOCONTROL Quironprevención Ecoembes The Sustainability Protocol GRI 102-12 External initiatives GRI 102-13 Membership of associations	<ul style="list-style-type: none"> • Individuals/Communities within supply chain • Individuals/Communities where we operate • Our consumers • Our employees • Regulators and Policy Makers • The natural world

GRI disclosures 2021

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
GRI 102: General Disclosures			
GRI 2: General Disclosures 2021			
2-1	Organizational details	DEOLEO, S.A. 2021 Audited Annual Accounts HQ Location: C/ Marie Curie, 7, 4ª plta., 28521 Rivas Vaciamadrid, Madrid (España) 2021 Non-Financial Information Statement p7	✓
2-2	Entities included in the organization's sustainability reporting	2021 Audited Annual Accounts	✓
2-3	Reporting period, frequency and contact point	1 January–31 December 2021 Email us at: communications@deoleo.com	✓
2-4	Restatements of information	There are no restatements of information within the 2021 ESG Report.	✓
2-5	External assurance	2021 ESG Report: Independent assurance statement p49 2021 Audited Annual Accounts p1	✓
2-6	Activities, value chain and other business relationships	2021 Non-Financial Information Statement p6–7, 36	✓
2-7	Employees	2021 ESG Report: Respecting and supporting a diverse workforce p40 2021 Non-Financial Information Statement p7, 54	✓
2-9	Governance structure and composition	2021 ESG Report: Accountable and inclusive governance > Our approach p43 2021 Annual Corporate Governance Report p10 2021 Non-Financial Information Statement , p30–31	✓
2-10	Nomination and selection of the highest governance body	2021 ESG Report: Accountable and inclusive governance > The responsibility of our Board p43 2021 ESG Report: Accountable and inclusive governance > Our progress p43 Annual Corporate Governance Report p14–16, 20–21	✓
2-11	Chair of the highest governance body	2021 Annual Corporate Governance Report p10	✓
2-12	Role of the highest governance body in overseeing the management of impacts	2021 ESG Report: Accountable and inclusive governance > The responsibility of our Board p43	✓
2-13	Delegation of responsibility for managing impacts	2021 Annual Corporate Governance Report p20, 68	✓

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
2-14	Role of the highest governance body in sustainability reporting	2021 ESG Report: Accountable and inclusive governance > The responsibility of our Board p43 2021 Annual Corporate Governance Report p65	✓
2-15	Conflicts of interest	Code of Conduct 2021 Annual Corporate Governance Report p40	✓
2-16	Communication of critical concerns	Ethics Line Procedure 2020 2021 Non-Financial Information Statement p65	✓
2-17	Collective knowledge of the highest governance body	2021 Annual Corporate Governance Report p14–15, 35	✓
2-18	Evaluation of the performance of the highest governance body	2021 Annual Corporate Governance Report p21	✓
2-19	Remuneration policies	2021 Board Remunerations Annual Report p2 2021 Non-Financial Information Statement p58	✓
2-20	Process to determine remuneration	2021 Annual Corporate Governance Report p21 2021 Board Remunerations Annual Report p6, 9-10 2021 Non-Financial Information Statement p58	✓
2-21	Annual total compensation ratio	2021 Non-Financial Information Statement p58 2021 Annual Corporate Governance Report p20 2021 Board Remunerations Annual Report p22	✓
2-23	Policy commitments	2021 ESG Report: Human rights risks, monitoring and grievances p45 2021 Annual Corporate Governance Report	✓
2-24	Embedding policy commitments	2021 Annual Corporate Governance Report	✓
2-25	Processes to remediate negative impacts	2021 ESG Report: Taking climate action p28–30	
2-26	Mechanisms for seeking advice and raising concerns	2021 ESG Report: Business ethics > Our approach p44 Code of Conduct	✓
2-27	Compliance with laws and regulations	Code of Conduct 2021 Annual Corporate Governance Report	✓
2-28	Membership associations	UN Global Compact	

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
2-29	Approach to stakeholder engagement	2021 ESG Report: What matters most > Engaging our stakeholders p46-47 2021 Non-Financial Information Statement p36-37	✓
2-30	Collective bargaining agreements	2021 Non-Financial Information Statement p24	✓
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	2021 ESG Report: What matters most p46	
3-2	List of material topics	2021 ESG Report: What matters most p46	
3-3	Management of material topics	Currently working on disclosing the management of material topics through related policies and actions; however, these are not yet available. Deoleo is looking to disclose these in next year's report.	✓
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	2021 Audited Annual Accounts p11-12	✓
201-2	Financial implications and other risks and opportunities due to climate change	2021 ESG Report: Taking climate action p28 2021 Audited Annual Accounts p98	✓
201-3	Defined benefit plan obligations and other retirement plans	2021 Audited Annual Accounts p40-42	✓
201-4	Financial assistance received from government	2021 Non-Financial Information Statement p9 2021 Audited Annual Accounts p72	✓
GRI 202: Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	2021 Non-Financial Information Statement p58 Deoleo entry salaries are above the national minimum wage or the minimum established by the applicable collective bargaining agreement. However, there is no data available for ratios of standard entry wage by gender compared to local minimum wage.	✓
GRI 207: Tax 2019			
207-1	Approach to tax	2021 Annual Corporate Governance Report p65	✓
207-2	Tax governance, control, and risk management	2021 Annual Corporate Governance Report p36 and 46 2021 Audited Annual Accounts p5 Risk Management and Control Policy	✓

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
207-3	Stakeholder engagement and management of concerns related to tax	2021 Audited Annual Accounts p5	
207-4	Country-by-country reporting	2021 Non-Financial Information Statement p8–9	✓
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	2021 ESG Report: Transforming our packaging > Our approach p26–27	✓
301-2	Recycled input materials used	2021 ESG Report: Transforming our packaging > Our approach p26–27	✓
SASB: Packaging Lifecycle Management			
FB-PF-410a	1: Packaging Lifecycle Management	2021 ESG Report: Transforming our packaging p26–27	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	2021 ESG Report: Driving energy transitions > Our progress p31	✓
302-4	Reduction of energy consumption	2021 ESG Report: Driving energy transitions > Our progress p31	✓
SASB: Energy Management			
FB-PF-130a	1: Energy Management	2021 ESG Report: Driving energy transitions > Our progress p31	
GRI 303: Water and Effluents 2018			
303-2	Management of water discharge-related impacts	2021 ESG Report: Water stewardship p32	
303-4	Water discharge	2021 ESG Report: Water stewardship > Our progress p32 Data is not available for the breakdown of destination and treatment of discharge. Deoleo will look to report next year.	
303-5	Water consumption	2021 ESG Report: Water stewardship > Our progress p32 Data is not available for the breakdown of areas with water stress and change in water stress. Deoleo will look to report next year. 2021 Non-Financial Information Statement p45	✓
SASB: Water Management			
FB-PF-140a	1: Water Management	2021 ESG Report: Water stewardship > Our progress p32 Data is not available for the breakdown of areas with water stress and change in water stress. Deoleo will look to report next year.	✓

GRI disclosures 2021 (continued)

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2021 Non-Financial Information Statement p76	✓
304-2	Significant impacts of activities, products and services on biodiversity	<p>2021 ESG Report: Caring for nature and the planet through our supply chain > Our approach p18</p> <p>In industrial facilities:</p> <p>a. Neither of the two factories is located within reserves or natural parks, ZEPA, ZEPVN, LIC, wetland area of international importance according to the Ramsar Convention, steppe zone, etc.</p> <p>b. In the management of discharges and wastewater, the applicable environmental regulations are followed, both in Italy and in Spain.</p> <p>In the supply chain:</p> <p>a. Deoleo ensures that its suppliers comply with the environmental questionnaire for approval, which includes all the good environmental practices dictated by Deoleo's Environmental Policy.</p>	
304-3	Habitats protected or restored	2021 Non-Financial Information Statement p72	✓
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	2021 ESG Report: Taking climate action > Metrics and goals p30	✓
305-2	Energy indirect (Scope 2) GHG emissions	2021 ESG Report: Taking climate action > Metrics and goals p30	✓
305-5	Reduction of GHG emissions	2021 ESG Report: Taking climate action > Metrics and goals p30	✓
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	2021 ESG Report: Designing our waste > Our approach p24	
306-2	Management of significant waste-related impacts	2021 ESG Report: Caring for nature and the planet through our supply chain > Promoting supply chain waste reduction p18	
306-3	Waste generated	2021 ESG Report: Designing our waste > Our approach p24	
306-4	Waste diverted from disposal	2021 ESG Report: Designing our waste > Our approach p24	
306-5	Waste directed to disposal	2021 ESG Report: Designing our waste > Our approach p24	

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	<p>2021 ESG Report: Supplier environmental performance > Our progress p33 2021 Non-Financial Information Statement p34</p> <p>Deoleo does not include the percentage of new suppliers screened using environmental criteria. However, Deoleo has included environmental criteria in the process since 2017 for new suppliers, including compliance with environmental legislation, systems for environmental management and management of effluents and waste. Code of Conduct for Suppliers</p>	✓
308-2	Negative environmental impacts in the supply chain and actions taken	<p>2021 ESG Report: Taking climate action > Acting across our value chain p28–29 2021 Non-Financial Information Statement p42–44</p> <p>Deoleo does not disclose number of suppliers assessed for environmental impacts or those identified as having negative environmental impacts. However, Deoleo has established an environmental protection commitment across activities, packaging and distribution of products throughout its supply chain.</p>	✓
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	<p>2021 ESG Report: Blending with love p19 2021 Non-Financial Information Statement p57 2021 Audited Annual Accounts p42</p> <p>Data not available for new employee hires.</p>	✓
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>2021 Audited Annual Accounts p40 2021 Non-Financial Information Statement p16–17</p> <p>Deoleo's measures are implemented at all Deoleo workplaces and for all worker groups, with the exception of employees in the area of production.</p>	✓
401-3	Parental leave	<p>2021 ESG Report: Caring for you p34</p> <p>Total number of employees that took parental leave, by gender: Men: 5, Women: 12 2021 Non-Financial Information Statement p17</p>	✓

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	2021 ESG Report: Keeping our people safe and healthy > Our approach p39 2021 Non-Financial Information Statement p15, 17–23	✓
403-2	Hazard identification, risk assessment, and incident investigation	2021 ESG Report: Keeping our people safe and healthy p39 2021 Non-Financial Information Statement p22, 32	✓
403-3	Occupational health services	2021 ESG Report: Keeping our people safe and healthy > Our approach p39 2021 Non-Financial Information Statement p15, 17–23	✓
403-4	Worker participation, consultation, and communication on occupational health and safety	2021 ESG Report: Keeping our people safe and healthy > Our approach p39 2021 Non-Financial Information Statement p23	✓
403-5	Worker training on occupational health and safety	2021 ESG Report: Keeping our people safe and healthy > Our approach p39 2021 Non-Financial Information Statement p20	✓
403-6	Promotion of worker health	2021 ESG Report: Keeping our people safe and healthy > Our approach p39 2021 Non-Financial Information Statement p21–27	✓
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 Non-Financial Information Statement p34	✓
403-8	Workers covered by an occupational health and safety management system	2021 Non-Financial Information Statement p19–23	✓
403-9	Work-related injuries	2021 ESG Report: Keeping our people safe and healthy > Our progress p39 2021 Non-Financial Information Statement p21–22	✓
403-10	Work-related ill health	2021 ESG Report: Keeping our people safe and healthy > Our progress p39 2021 Non-Financial Information Statement p23	✓

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	2021 ESG Report: Respecting and supporting a diverse workforce > Our progress p40 2021 Non-Financial Information Statement p28-30	✓
404-2	Programs for upgrading employee skills and transition assistance programs	2021 ESG Report: Respecting and supporting a diverse workforce > Our progress p40 2021 Non-Financial Information Statement p26-27	✓
404-3	Percentage of employees receiving regular performance and career development reviews	2021 Non-Financial Information Statement p27 In 2021, Deoleo strengthened its performance evaluation process by implementing a single evaluation model for all countries and all Deoleo employees (with the exception of plant operators). This was launched with 500 employees in all countries where Deoleo has offices and in three languages (English, Spanish, Italian). Percentage of employees is not available.	✓
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	2021 ESG Report: Respecting and supporting a diverse workforce > Our progress p40 2021 Annual Corporate Governance Report p14-15	✓
405-2	Ratio of basic salary and remuneration of women to men	2021 Non-Financial Information Statement p58-59	✓
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	2021 Non-Financial Information Statement p63	✓
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2021 Non-Financial Information Statement p84-85	✓
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021 Non-Financial Information Statement p33-34	✓

GRI disclosures 2021 *(continued)*

GRI Standard	GRI Disclosure	Location or Response 2021	Verified
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	2021 Non-Financial Information Statement p81	✓
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	2021 Non-Financial Information Statement p65	✓
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	2021 ESG Report: Supporting farmer livelihoods > Our approach p16 2021 Non-Financial Information Statement p12	✓
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Code of Conduct for Suppliers 2021 Non-Financial Information Statement p33–34	✓
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	2021 ESG Report: Putting food safety first > Our approach p23 2021 ESG Report: Enabling nutrition and good health p35 2021 Non-Financial Information Statement p34	✓
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2021 ESG Report: Putting food safety first > Our progress p23	✓
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	2021 ESG Report: Responsible marketing and labelling p37	✓
417-2	Incidents of non-compliance concerning product and service information and labeling	2021 ESG Report: Responsible marketing and labelling p37	✓
417-3	Incidents of non-compliance concerning marketing communications	2021 ESG Report: Responsible marketing and labelling p37	✓

Get in touch

Preparing this report offers a valuable opportunity for us to assess and improve upon our progress and performance. To continue to do so, we need your feedback.

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