

Sustainability Performance

PRODUCTION	U.o.M.	2021	2020	2019
Gross production	ton	1,470,794	1,348,311	1,383,213
Net salable production	ton	1,281,125	1,159,913	1,182,120

RAW MATERIALS AND OTHER MATERIALS	U.o.M.	2021	2020	2019
Total raw materials and other materials used	kton	1,686	1,508	1,541
of which renewable	kton	1,421	1,265	1,290
of which non-renewable	kton	264	243	251
Total fiber-based raw materials	kton	1,367	1,223	1,246
Paper for recycling	kton	1,229	951	980
Virgin market pulp	kton	74	101	95
of which certified FSC®/PEFC or FSC®-controlled wood	%	100	100	100
Wood chips	kton	64	171	171
of which certified FSC®/PEFC or FSC®-controlled wood	%	55	58	59

ENERGY	U.o.M.	2021	2020	2019
Total energy consumption	MWh	2,873,875	2,772,083	2,826,886
Energy consumption from fossil fuels	MWh	2,441,542	2,133,084	2,157,062
of which natural gas	MWh	1,983,754	1,680,952	1,718,646
of which diesel	MWh	11,410	8,285	8,841
of which LPG/propane	MWh	721	642	556
of which Waste to Energy (fossil)	MWh	14,575	0	0
of which coal	MWh	423,904	425,855	416,548
of which fuel oil	MWh	7,177	17,350	12,471
Consumption of energy from renewable sources	MWh	194,737	320,345	320,386
of which biomass	MWh	116,708	296,340	316,806
of which biogas	MWh	2,850	0	0
of which Waste to Energy (biogenic)	MWh	14,553	0	0
of which hydroelectric	MWh	0	0	3,580
of which electricity from renewable certified sources	MWh	60,626	24,005	0
Electricity purchased (incl. from renewable sources)	MWh	298,222	353,568	355,501
Electricity sold	MWh	367,232	356,667	353,254
Energy intensity⁽¹⁾	MWh/t	2.24	2.39	2.39

⁽¹⁾ Energy intensity is calculated with net salable production.

GHG EMISSIONS	U.o.M.	2021	2020	2019
Direct emissions (Scope 1) ⁽¹⁾	tCO ₂ e	508,983	450,805	448,980
Indirect emissions (Scope 2) (location-based)	tCO ₂ e	65,611	64,757	73,433
Indirect emissions (Scope 2) (market-based) ⁽²⁾	tCO ₂ e	60,938	70,957	99,075
Emissions neutralized with green certificates (market-based)	tCO ₂ e	27,827	11,186	0
Emissions from biogenic sources	tCO ₂ e	52,824	119,425	127,673
Emission intensity (location-based)	tCO ₂ e/t	0.449	0.444	0.442
Emission intensity (market-based)	tCO ₂ e/t	0.445	0.450	0.464

⁽¹⁾ Gases included in the calculation: CO₂, CH₄, N₂O, HFC. 2020 emission factor sources: EU Guidance Document Biomass issues in the EU-ETS; UK 2021 Government GHG conversion factors for company reporting; AIB 2020 Residual mix results v 1.2; Terna – confronti internazionali 2019. Indirect emissions are expressed in metric tons of CO₂; the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂e) as per technical literature. Emissions of corporate fleet are excluded as they are not material.

⁽²⁾ Indirect scope 2 market-based emissions are net of the emissions neutralized through green electricity, amounting to 27,827 tCO₂e.

OTHER EMISSIONS	U.o.M.	2021	2020	2019
NO _x	ton	511	439	477
SO _x	ton	138	140	125
Particles	ton	11	23	20
Carbon monoxide	ton	285	211	224
Volatile Organic Compounds (VOC)	ton	24.8	3.4	7.4

WATER	U.o.M.	2021	2020	2019
Water withdrawals⁽¹⁾	megaliters	17,676	18,628	19,341
of which from surface waters	megaliters	8,817	10,137	9,958
of which from groundwater	megaliters	8,605	8,271	9,175
of which from municipal water supply	megaliters	254	220	208
Wastewater discharges	megaliters	13,475	13,885	14,734
of which to external treatment plants	megaliters	4,978	4,483	4,436
of which toward surface waters	megaliters	8,497	9,402	10,298
Non-contact cooling water discharges⁽²⁾	megaliters	2,577	3,135	2,870
Water withdrawal intensity⁽³⁾	m³/t	13.80	16.06	16.36
Wastewater discharge intensity⁽³⁾	m³/t	10.52	11.97	12.46

⁽¹⁾ Water withdrawals include cooling water.

⁽²⁾ Non-contact cooling water discharges consist of cooling water that is kept physically separated from process water before final discharge.

⁽³⁾ Water withdrawal intensity and wastewater discharge intensity are calculated per ton of net salable production.

WATER STRESS	U.o.M.	2021	2020	2019
Withdrawals from low water stress areas	megaliters	2,326	4,275	4,146
of which from surface waters	megaliters	0	3,678	3,319
of which from groundwater	megaliters	2,186	579	813
of which from municipal water supply	megaliters	140	18	15
Withdrawals from moderate water stress areas	megaliters	10,659	12,226	13,030
of which from surface waters	megaliters	6,566	4,351	4,493
of which from groundwater	megaliters	4,014	7,691	8,362
of which from municipal water supply	megaliters	79	183	174
Withdrawals from high water stress areas	megaliters	4,690	2,126	2,165
of which from surface waters	megaliters	2,250	2,107	2,146
of which from groundwater	megaliters	2,405	0	0
of which from municipal water supply	megaliters	35	19	19
Water discharges to low water stress areas	megaliters	2,204	976	978
Water discharges to moderate water stress areas	megaliters	7,240	10,859	11,703
Water discharges to high water stress areas	megaliters	4,031	2,049	2,053

EMISSIONS TO WATER	U.o.M.	2021	2020	2019
Chemical Oxygen Demand (COD)	ton	710	1,263	n/a
Total Suspended Solids (TSS)	ton	98	191	n/a
Nitrogen	ton	20	22	n/a
Phosphorus	ton	2	4	n/a

The figures include all the Group's production units with an internal water treatment plant that discharges directly toward water bodies. Therefore, mills which discharge wastewater, totally or partially, to external treatment plants are excluded.

WASTE	U.o.M.	2021	2020	2019
Total waste generated	ton	204,019	194,082	196,839
Total non-hazardous waste	ton	202,802	193,154	196,518
Total hazardous waste	ton	1,217	928	321
Total waste sent for disposal	ton	62,404	52,154	49,230
Total waste sent for recovery	ton	141,615	141,927	147,609
Total specific waste ⁽¹⁾	kg/t	159	167	166

⁽¹⁾ Total specific waste calculated with net salable production.

SAFETY (EMPLOYEES)	U.o.M.	2021	2020	2019
Fatalities	no.	0	0	0
Total injuries	no.	29	47	36
Total high-consequences injuries	no.	0	3	2
Total lost days	no.	742	1,990	1,151
Total worked hours	no.	2,880,421	2,725,008	2,762,428
Frequency rate	Ratio	2.0	3.4	2.6
Severity rate	Ratio	51.5	146.1	83.3
Fatality rate	Ratio	0.0	0.0	0.0
Rate of high-consequence injuries	Ratio	0.0	0.2	0.1

SAFETY (COLLABORATORS)	U.o.M.	2021	2020	2019
Fatalities	no.	0	0	0
Total injuries	no.	3	4	8
Total high-consequence injuries	no.	0	0	0
Total lost days	no.	21	53	75
Total hours worked	no.	308,580	180,812	205,167
Frequency rate	ratio	1.9	4.4	7.8
Severity rate	ratio	13.6	58.6	73.1
Fatality rate	ratio	0.0	0.0	0.0
Rate of high-consequence injuries	ratio	0.0	0.0	0.0

SAFETY (MAIN EXTERNAL CONTRACTORS)	U.o.M.	2021	2020	2019
Fatalities	no.	0	0	0
Total injuries	no.	0	0	3
Total high-consequence injuries	no.	0	0	1
Total lost days	no.	0	0	327
Total hours worked	no.	169,877	162,845	200,073
Frequency rate	ratio	0.0	0.0	3.0
Severity rate	ratio	0.0	0.0	326.9
Fatality rate	ratio	0.0	0.0	0.0
Rate of high-consequence injuries	ratio	0.0	0.0	1.0

SAFETY (EMPLOYEES AND COLLABORATORS)	U.o.M.	2021	2020	2019
Frequency rate	ratio	2.0	3.5	3.0
Severity rate	ratio	47.9	140.6	82.6
Fatality rate	ratio	0.0	0.0	0.0
Rate of high-consequence injuries	ratio	0.0	0.2	0.1

PEOPLE	U.o.M.	2021	2020	2019
Number of employees	no.	2,006	1,729	1,766
of which men	no.	1,797	1,565	1,603
of which women	no.	209	164	163
of which executives	no.	44	40	41
of which white-collar employees	no.	561	443	452
of which blue-collar employees	no.	1,401	1,246	1,273
of which permanent employees	no.	1,910	1,673	1,712
of which temporary employees	no.	96	56	54
of which full-time employees	no.	1,945	1,699	1,739
of which part-time employees	no.	61	30	27
of which in Italy	no.	678	652	671
of which in France	no.	207	499	497
of which in the Iberian Peninsula	no.	404	239	253
of which in Germany	no.	318	320	327
of which in the Netherlands	no.	332	0	0
of which in the rest of Europe	no.	26	19	18
of which in the rest of the world	no.	41	0	0
of which covered by a national collective bargaining agreement	%	91.7	97.3	97.1
Number of collaborators	no.	240	102	73

2021 employees: full-time men 90% and women 10%; part-time men 67% and women 33%; permanent men 90% and women 10%; temporary men 84% and women 16%; permanent employees Italy 35%, Iberian Peninsula 20%, the Netherlands 17%, Germany 15%, France 10%, Rest of the World 2%, Rest of Europe 1%; temporary employees, Germany 38%, Iberian Peninsula 20%, Italy 17%, France 10%, the Netherlands 6% Rest of Europe 6%, Rest of the World 3% For details about 2020 and 2019 please refer to Sustainability Report 2020. The figures do not include La Rochette mill as it was disinvested in April 2021.

EMPLOYEES HIRED AND DISMISSED	U.o.M.	2021	2020	2019
Total employees hired	no.	175	87	164
of which men	no.	137	71	128
of which women	no.	38	16	36
of which <30 years old	no.	67	45	50
of which 30–50 years old	no.	99	32	88
of which >50 years old	no.	9	10	26
of which in Italy	no.	66	27	70
of which in France	no.	24	36	38
of which in the Iberian Peninsula	no.	36	5	32
of which in Germany	no.	19	14	12
of which in the Netherlands	no.	10	0	0
of which in the rest of Europe	no.	15	5	12
of which in the rest of the world	no.	5	0	0
Total employees dismissed	no.	126	124	142
of which men	no.	99	109	113
of which women	no.	27	15	29
of which <30 years old	no.	18	7	25
of which 30–50 years old	no.	49	42	40
of which >50 years old	no.	59	75	77
of which in Italy	no.	45	46	52
of which in France	no.	14	34	46
of which in the Iberian Peninsula	no.	15	19	15
of which in Germany	no.	21	21	19
of which in the Netherlands	no.	20	0	0
of which in the rest of Europe	no.	8	4	10
of which in the rest of the world	no.	3	0	0

The figures do not include La Rochette mill as it was disinvested in April 2021.

EMPLOYEE RECRUITMENT RATE	U.o.M.	2021	2020	2019
Total recruitment rate	%	9	5	9
Recruitment rate of men	%	8	5	8
Recruitment rate of women	%	18	10	22
Recruitment rate of <30 years old	%	33	29	35
Recruitment rate of 30–50 years old	%	11	4	10
Recruitment rate of >50 years old	%	1	1	4
Recruitment rate in Italy	%	10	4	10
Recruitment rate in France	%	12	7	8
Recruitment rate in the Iberian Peninsula	%	9	2	13
Recruitment rate in Germany	%	6	4	4
Recruitment rate in the Netherlands	%	3	0	0
Recruitment rate in the rest of Europe	%	58	26	67
Recruitment rate in the rest of the world	%	12	0	0

Rate calculated as the number of recruitments within each age group, geographical area or gender. The figures do not include La Rochette mill as it was disinvested in April 2021.

EMPLOYEE TERMINATION RATE	U.o.M.	2021	2020	2019
Total termination rate	%	6	7	8
Termination rate of men	%	6	7	7
Termination rate of women	%	13	9	18
Termination rate of <30 years old	%	9	4	18
Termination rate of 30–50 years old	%	6	5	4
Termination rate of >50 years old	%	6	11	11
Termination rate in Italy	%	7	7	8
Termination rate in France	%	7	7	9
Termination rate in the Iberian Peninsula	%	4	8	6
Termination rate in Germany	%	7	7	6
Termination rate in the Netherlands	%	6	0	0
Termination rate in the rest of Europe	%	31	21	56
Termination rate in the rest of the world	%	7	0	0

Rate calculated as the number of terminations and resignations within each age group, geographical area or gender. The figures do not include La Rochette mill as it was disinvested in April 2021.

DIVERSITY	U.o.M.	2021	2020	2019
Total number of executives	no.	44	40	41
of which men	%	70	78	76
of which women	%	30	22	24
of which <30 years old	%	0	0	0
of which 30–50 years old	%	34	40	37
of which >50 years old	%	66	60	63
Total number of white-collar employees	no.	561	443	452
of which men	%	71	72	73
of which women	%	29	28	27
of which <30 years old	%	9	7	7
of which 30–50 years old	%	46	47	45
of which >50 years old	%	45	46	48
Total number of blue-collar employees	no.	1,401	1,246	1,273
of which men	%	98	98	98
of which women	%	2	2	2
of which <30 years old	%	11	10	9
of which 30–50 years old	%	43	52	53
of which >50 years old	%	46	38	38
Total number of Board members	no.	7	7	7
of which men	no.	5	4	4
of which women	no.	2	3	3
of which <30 years old	no.	1	0	0
of which 30–50 years old	no.	5	2	2
of which >50 years old	no.	1	5	5

TRAINING	U.o.M.	2021	2020	2019
Average hours of training for employees	no.	9.4	7.3	14.8
Average training hours for men	no.	9.0	6.8	13.0
Average training hours for women	no.	13.3	11.8	32.2
Average training hours for executives	no.	10.2	12.1	13.4
Average training hours for white-collar employees	no.	14.3	8.2	27.5
Average training hours for blue-collar employees	no.	7.4	6.8	10.3
Employees trained	no.	1,093	888	1,183
of which executives	no.	36	32	33
of which white-collar employees	no.	361	290	387
of which blue-collar employees	no.	696	566	763

The figures do not include La Rochette mill as it was disinvested in April 2021.

CLAIMS	U.o.M.	2021	2020	2019
Withdrawal from the market for food safety	no.	0	0	0
Recall from the market for food safety	no.	0	0	0
Rate of complaints ⁽¹⁾	ratio	0.27	0.35	0.43

⁽¹⁾ Number of claims per 100 tons of net salable production.