

# FEDRIGONI



## People and Nature Commitment



# “MAKING BUSINESS WORK FOR PEOPLE AND NATURE”

Fedrigoni commitment for people and nature

**Fedrigoni recognizes that both investment in the growth of people and protection of the environment are essential for continued success. The people who make up the Fedrigoni community – our employees and our business partners – collectively make a difference by striving for excellence every day. At the same time, diverse, thriving ecosystems and stable climatic conditions are essential to provide us with raw material which in turn, is transformed into our many products.**

Current social and environmental challenges require immediate action to mitigate and adapt to climate change, halt and reverse biodiversity loss, and ensure safe, fair, and equitable working conditions for all. This is not only necessary to guarantee that we can continue to sustainably deliver high-quality products, but more importantly, to safeguard our way of life and that of future generations. We are all in this together, and Fedrigoni is committed to doing our part as outlined in our 2030 sustainability strategy.

To facilitate the transformations that are required to realize effective and long-lasting change, each goal is aligned with international frameworks and all follow the Sustainable Development Goals (SDGs) defined in the 2030 Agenda, adopted in 2015 as a universal call for action.

With the actions defined in this Commitment we contribute directly to the achievement of the SDG 15 and consequently we have an impact also on the other SDGs shown in the document.



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## People and Human Rights

SDGs:



Respecting human rights and ensuring a safe, healthy, just and equitable working environment throughout the business are at the heart of Fedrigoni. Our actions are in accordance with the International Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights and Work, and the principles that compose Free, Prior, and Informed Consent (FPIC). Moreover, we aim to recognize our people for their contribution by always paying a living wage.

PEOPLE AND HUMAN RIGHTS		
Goals	Targets	Indicators
Ensure respect for Human Rights in our operations and throughout the supply chain	Remediation plan in place to quickly resolve any risk situations or violations.	Remediation plan approval and implementation
	Human Rights Assessment every 3 years, covering all sites.	<ul style="list-style-type: none"> <li>▪ % of sites with high risks</li> <li>▪ Number of cases of Human Rights violation and remediation actions</li> </ul>
	Annual human rights audits on our supply chain	<ul style="list-style-type: none"> <li>▪ % of suppliers with high risk</li> <li>▪ Number of cases of Human Rights violation and remediation actions</li> </ul>

## Climate and Nature

SDGs:



Fedrigoni is committed to contributing our part to the Paris Climate Agreement target of limiting global temperature increase to well below 2°C above pre-industrial levels by significantly reducing our carbon emissions by 2030 and achieving net-zero carbon emissions by 2050.



Beyond carbon, we are also committing to a more holistic vision of our impact on nature. Fedrigoni makes sure that paper and paper products are manufactured in compliance with main international regulations related to dangerous substances (e.g., Regulation EC n. 1907/2006 REACH), in particular without chlorine (using TCF and/or ECF pulp) and is committed to prevent and avoid the use of all hazardous substances from its processes and products. We are setting targets to improve our water-use efficiency and water-quality treatment, reduce waste, and conserve biodiversity within our operations and supply chain. All these actions are aligned with the European Union Deforestation Regulation (EUDR), Kunming-Montreal Global Biodiversity Framework, and the Global Goal for Nature



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frameworks which seek to eliminate nature loss from 2020, make a positive impact on nature by 2030, and enable full nature recovery by 2050.

The International Day for Biological Diversity gives us an excellent opportunity to regularly organize activities to raise awareness and sensitize our community about the importance of this issue.

CLIMATE AND NATURE		
Goals	Targets	Indicators
Net-zero carbon emissions in scopes 1, 2, and 3 by 2050	Interim target of 30% reduction of Scope 1 and 2 emissions by 2030 	Scope 1+2 t CO <sub>2</sub> e emissions per year
	90% of suppliers by spend, covering purchased good and services and capital goods, will have science-based targets by 2027 	Scope 3 t CO <sub>2</sub> e emissions per year
Accelerating towards a circular economy transition	100% of our products designed for optimal end-of-life recycling and recovery, with LCA on demand and based on FSC pulp only, where applicable, by 2030	Percentage (%) of products
Annual water consumption within boundaries that are safe for people and the environment	10% reduction in water withdrawals by 2030	Liters of water withdrawals
	Return 95% of annual water withdrawn to the environment in environmentally appropriate condition	Liters of water discharges measured with quality indicators including COD, BOD, temperature, pH
Eliminate air and water pollution	Zero cases of water pollution	Number of cases of water pollution
	10% reduction of nitrogen oxides (NOx) by 2030	Tons of NOx
Recovering of operational waste	100% of waste sent for recovery instead of landfill by 2030	Percentage (%) of waste sent for recovery
Net-positive impact on biodiversity by 2030 in operations and supply chain	Net Zero Deforestation by 2030	<ul style="list-style-type: none"> <li>Hectares deforested or converted since cutoff date.</li> <li>Percentage (%) of volume traceable to the harvest level</li> </ul>
	100% of pulp purchased with FSC certification	Percentage (%) of pulp purchased with FSC certification
	Implementing initiatives to improve and restore biodiversity in our sites	Hectares of natural areas protected or restored

Approved by the Board of Directors of Fedrigoni S.p.A. on April 28th 2024



Marco Nespole  
Fedrigoni Group CEO

