

The background of the entire page is a dark reddish-brown color. It features a pattern of concentric circles that resemble a fingerprint or a topographic map. In the center of these circles, there is a faint, light-colored outline of the map of Italy.

LIBRANDI

2020 SUSTAINABILITY REPORT



"Calabria embodies a world of incomparable beauty."

"From this unique landscape we Librandi have always drawn inspiration to epitomize the winemaking tradition of an area historically suited to the cultivation of vines."

"Moved by this interest, we have chosen to objectively translate what has always been the company philosophy by adopting the Equalitas standard."

Librandi Family

IDENTITY

TERRITORY

FAMILY

SUSTAINABILITY

IDENTITY TERRITORY AUTHENTIC CALABRIA

Enclosed between two seas, Calabria offers a changing and unparalleled landscape, from the rugged peaks and lush forests in the hinterland, to the clear beaches of its coasts.

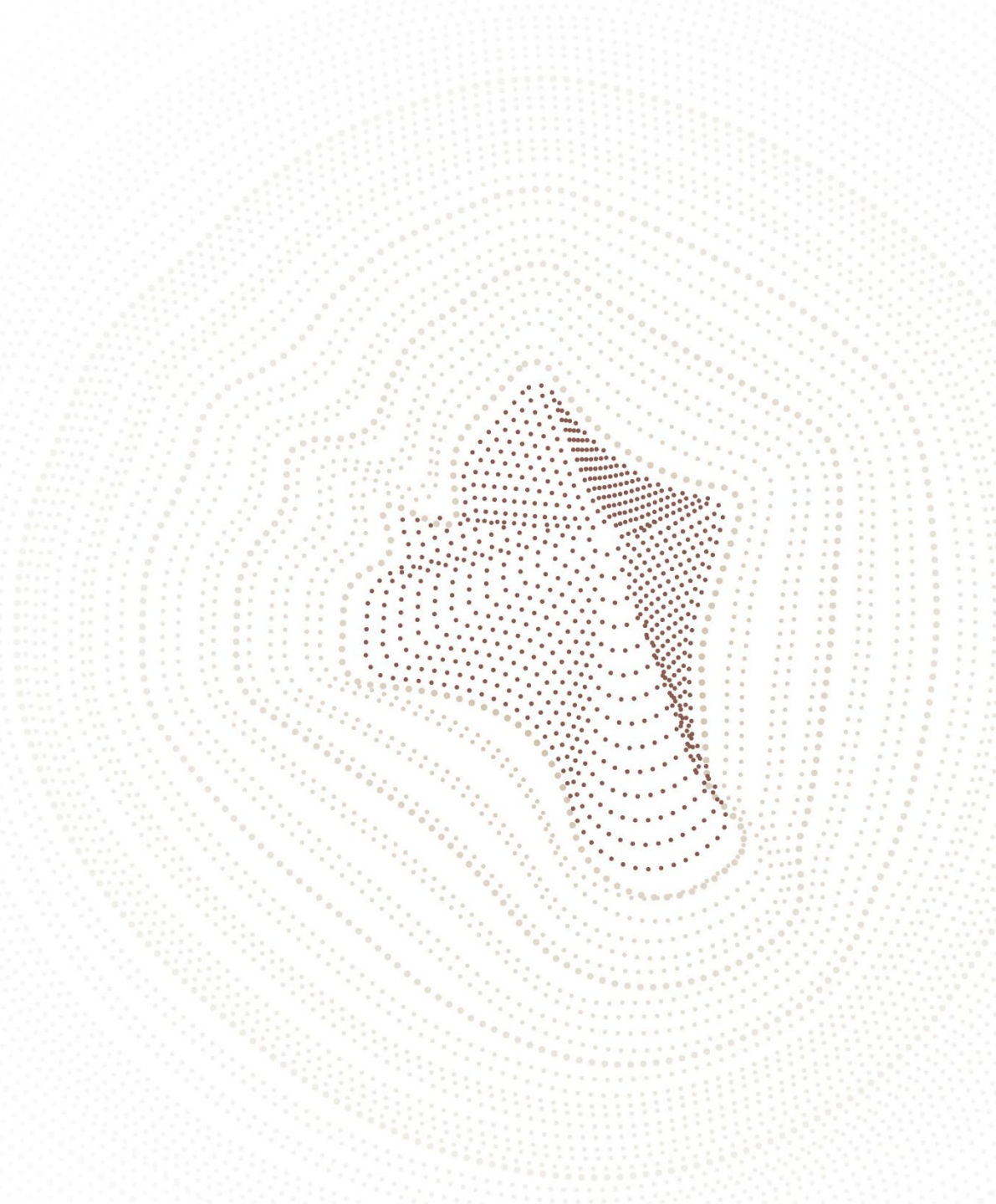
Librandi has always believed in the enological and naturalistic potential of Calabria, an authentic and luxuriant land that, in the ancient world, the Greeks had already identified as "*Enotria Tellus*", or "**Land of Wine**".



IDENTITY **TERRITORY** **DOC CIRÒ**

Cirò represents the history and soul of the vine and of wine in Calabria.

Plains and hills close to the sea fragment into a great variety of subzones, each with its own character and peculiarities. The wine varieties have become deeply adapted to these lands that have welcomed them for centuries, providing unique grapes and wines in exchange.



IDENTITY

TERRITORY

FAMILY

SUSTAINABILITY

IDENTITY FAMILY

Librandi firmly believes in the concept of **"family"**.

The company has always been exclusively family-run; an important choice that sees the Librandi engaged at the forefront of all the company's activities with commitment and passion, from the management of the vineyard to marketing.



IDENTITY FAMILY

The concept of family is extended, in a broad sense, to all corporate **human capital**.

The goal has always been to build and cultivate a healthy work environment, based on comparison and growth, guaranteeing its employees favorable working conditions in which to express their maximum potential.

"A big family."



IDENTITY

TERRITORY

FAMILY

SUSTAINABILITY

IDENTITY SUSTAINABILITY

"Environmental sustainability is one of the key guidelines of our company, which has always been attentive to caring for the territory and to safeguarding the biodiversity."

Librandi has always set itself the primary objective of **research in the wine sector**, playing a leading role in the **rediscovery of now forgotten or lost native varieties**.



IDENTITY SUSTAINABILITY

The goal is to preserve and enhance the great regional **biodiversity**, especially in the wine-growing sector.

Regarding wine-growing, the company has always been careful in its use of pesticides and treatments. It has fully adopted integrated pest management and has a keen eye on organic wine-growing.



IDENTITY SUSTAINABILITY

Finally, the cellar is equipped with a large photovoltaic system that provides about 25-30% of the energy needs of the machinery, with significant energy savings and a consequent low impact on the environment.

There is also a strong policy of protection of work and employees. Librandi only employs local winemakers, fully protected both from a contractual point of view and as regards training. The spirit is that of a large family.



SUSTAINABILITY POLICY

MISSION

THE THREE PILLARS

GOALS

SUSTAINABILITY POLICY MISSION

At the base of Librandi's foundation is the concept of origin intended not as a geographical boundary, but as a territory, with all its traditions, its history, its customs, the conformation of its landscape.

*"Our **Estates** are all about symbolizing the value, commitment and time that the family has dedicated to their work, being the first to pave the way for quality levels in Calabrian wine-growing and research, laying the foundations for future work."*



SUSTAINABILITY POLICY MISSION

Librandi's work is inspired by the **principles of sustainable development**.

The company is committed to actively contributing to social well-being, environmental protection and economic progress in the area in which it operates.

The goal is pursued by implementing a system for the management of sustainability according to three pillars.



SUSTAINABILITY POLICY

MISSION

GENERAL PRINCIPLES

- **Legality** The company operates in full compliance with the law and the Code of Ethics signed by it;
- **Non-discrimination** Librandi avoids and repudiates any discrimination and at the same time, it favors integration among stakeholders;
- **Confidentiality** It undertakes to ensure the protection and confidentiality of the personal data of recipients and stakeholders;
- **Diligence and loyalty** The relationship between the company and its employees is based on mutual trust. Librandi favors common interests (economic growth and job protection) ensuring an equal and stimulating working environment.



SUSTAINABILITY POLICY

MISSION

THE THREE PILLARS

GOALS

SUSTAINABILITY POLICY

THE THREE PILLARS

SOCIAL ACTIVITY

Achieving the goal of sustainability requires the **active involvement** of employees, suppliers and more generally of all internal and external stakeholders in the company.

This is done by respecting and understanding the regulations, from those concerning the safety and healthiness of the product to those regarding safety in the workplace.

Nonetheless, the company has always been attentive to the local social fabric, supporting it with investments and sponsorship activities.



SUSTAINABILITY POLICY

THE THREE PILLARS

THE ENVIRONMENT

"Authenticity and diversity, these are the values we want to protect."

Respect for the environment is the basis of everything. The company is committed to this by following two different approaches:

- **Proactive**, with the choice of cutting-edge machinery and raw materials that do not impact consumption;
- **Corrective**, enhancing and rewarding good practices, especially those relating to the supplying of grapes, defining protection standards that are a necessary condition for collaborating with the company.



SUSTAINABILITY POLICY

THE THREE PILLARS

ECONOMICAL

What is fundamental is the ability to maintain the reproducibility of resources while guaranteeing **profitability** and fair valorization of supplies..

The quality of the product and processes is not compromised, on the contrary it is enhanced by the choice of the best procedures with the least impact on environmental resources..

We confirm our commitment to our employees, who are guaranteed the promotion of a decent **standard of living** and a **plan for career development** over time.



SUSTAINABILITY POLICY

MISSION

THE THREE PILLARS

GOALS

SUSTAINABILITY POLICY GOALS

- Guarantee the application of the **Equalitas standard**.
- Guarantee employees and partners conditions that give evidence of a standard of growth, in terms of salaries, the fairness of the same, the levels of salaries, their makeup, changes that have come about over time compatible with the company's economic development;
- Guarantee producers agronomical **assistance** and support in crop choices, return on the grapes supplied in line with a continuous path of growth.



USTAINABILITY POLICY

GOALS

Stakeholders

- Employees
- Suppliers
- Customers
- Media
- Community

Goals

- Training
- Stimulating work environment
- Fair treatment
- Solidity
- Adoption of the same principles
- Product quality
- Honesty
- Adoption of the same principles
- Quality of work
- Respect for resources
- Collective projects

Instruments

- Conferences and meetings
- Involvement in the life of the business enterprise
- Business meetings
- Advantageous conditions
- Quality control
- Claims management
- Mail, communication
- Promotion of worthy activities
- Investments in support of social initiatives

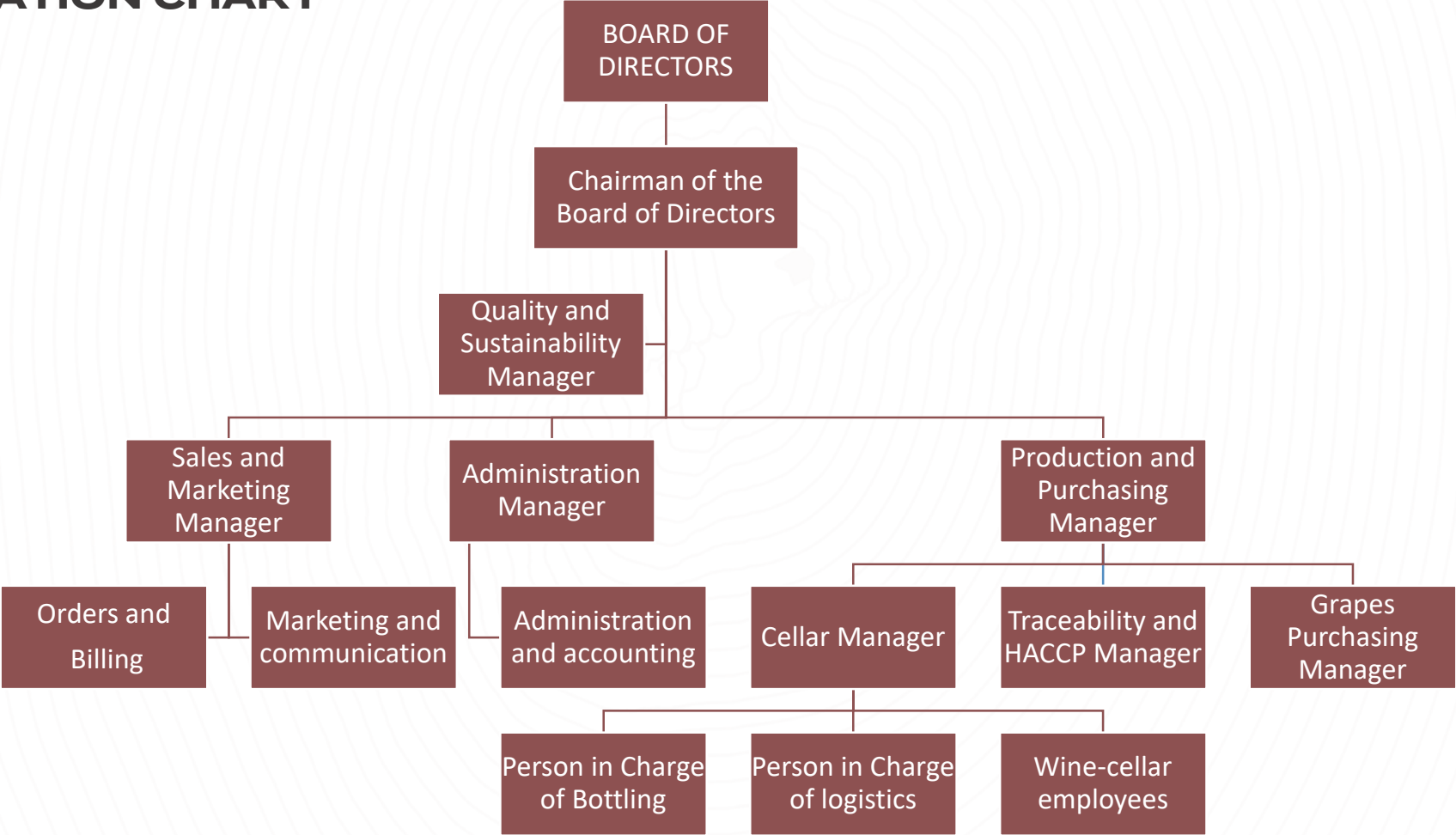
SOCIAL REPORT

STAKEHOLDERS

ENVIRONMENTAL IMPACT

SPECIFIC GOALS

SOCIAL REPORT
STAKEHOLDERS
ORGANIZATION CHART



SOCIAL REPORT

STAKEHOLDERS

EMPLOYEES

Librandi is a firm supporter of the fact that the creation of long-term value is strictly connected to the value of human capital.

Constant investment in professional **growth** and **training** has always been, and continues to be, one of the primary objectives.

Company human capital is distributed as follows:
M=21 F=6
and they reside entirely in the province of Crotone. All employees have **an open-end contract**.



SOCIAL REPORT

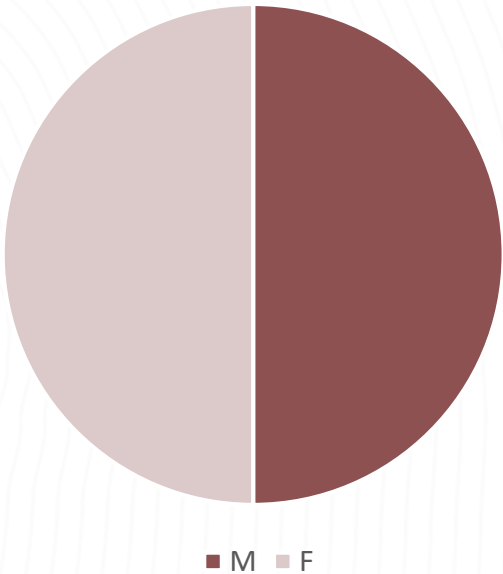
STAKEHOLDERS

EMPLOYEES

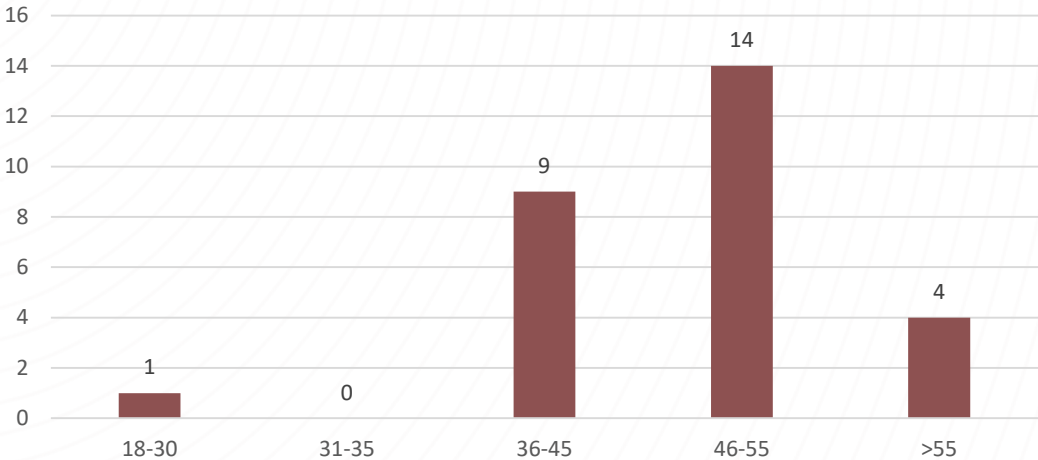
The analysis of the staff shows a **fair** gender distribution for the EMPLOYEE qualification while there is a motivated prevalence of men for the WORKER qualification.

The organization monitors and checks employee turnover every year. In 2019 a new open-ended unit was hired. On the other hand, no departures were registered, recording a **positive turnover**. Given the conservative trend of personnel, the distribution by age is projected upwards.

"employee" gender distribution



Age group



SOCIAL REPORT

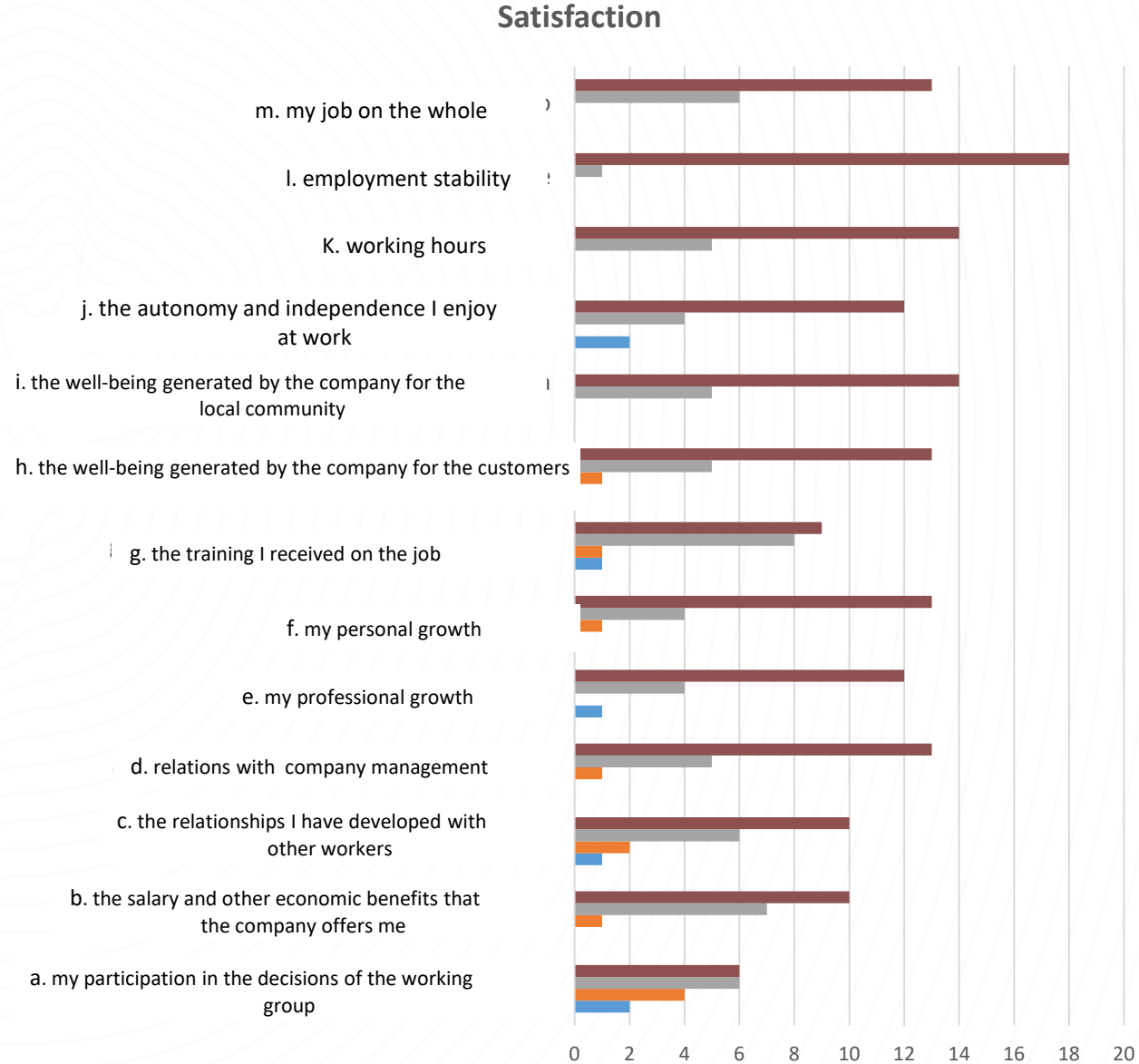
STAKEHOLDERS

EMPLOYEES

From an anonymous survey of satisfaction, a **positive** response emerged for the following parameters:

- Occupational stability
- Working hours
- Satisfaction with the job
- Wellness generated by the company
- Relationship with the owners
- Free time after working hours

The company's interest is to maintain and strengthen areas of strength and intervene on the most critical points.



SOCIAL REPORT

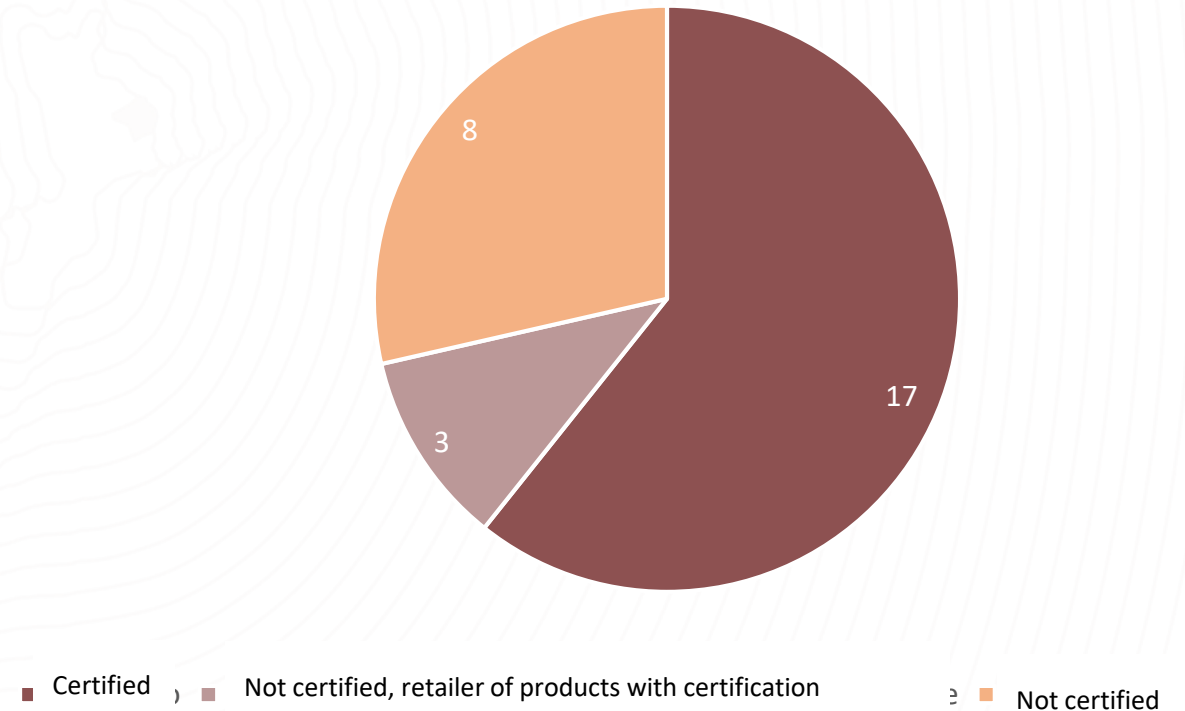
STAKEHOLDERS

SUPPLIERS

Librandi considers the selection of suppliers a strategic element, defining a management of the same that also takes into account the sustainability requirements. The choice is dictated by the following reasons:

1. Presence of **sustainability certifications** (ISO 14001, ISO 22000, BIO, FSC etc.) and sharing the same principles and values;
2. In the absence of certification, territorial proximity, support from the local community and/or high standards of quality not recognizable in other suppliers,.

Suppliers



SOCIAL REPORT STAKEHOLDERS SELECTED SUPPLIERS

Each year, in addition to the grapes from its own estates, the company makes use of selected local suppliers. Librandi has in fact founded the "I Vignaioli del Cirò" (The Vintners of Cirò) association, with a view to mutual growth in terms of expertise and the quality of the final product

The primary function is the sharing of goals and professional growth. Everything passes through the signing of an **agreement of compliance** with the principles of sustainable development adopted by the company.

"Love for our land also translates into a contribution to the local economy."



SOCIAL REPORT

STAKEHOLDERS

CUSTOMERS

The company gives the customer a primary role in its strategy, paying the utmost attention to the **quality** and **safety** of the product and to the production process, which is guaranteed by the experience and competence of the internal staff who have been working in the company for years, following the rules and behavior established by the HACCP manual and by the standards of sustainability of the entire chain of wine production.

Librandi follows customer requests directly through the canonical channels of digital communication and manages any complaints from the market. No significant reports were received in the two-year period 2019-20.



SOCIAL REPORT

STAKEHOLDERS

COMMUNITY

The company has always been open and attentive to the needs of the community. The company staff is available to collect the requests and needs of citizens and seeks to encourage initiatives aimed at an economic and cultural growth of the social fabric.

No significant report has ever reached the company from citizens of the municipality of Cirò Marina (KR) or from nearby centers of interest.

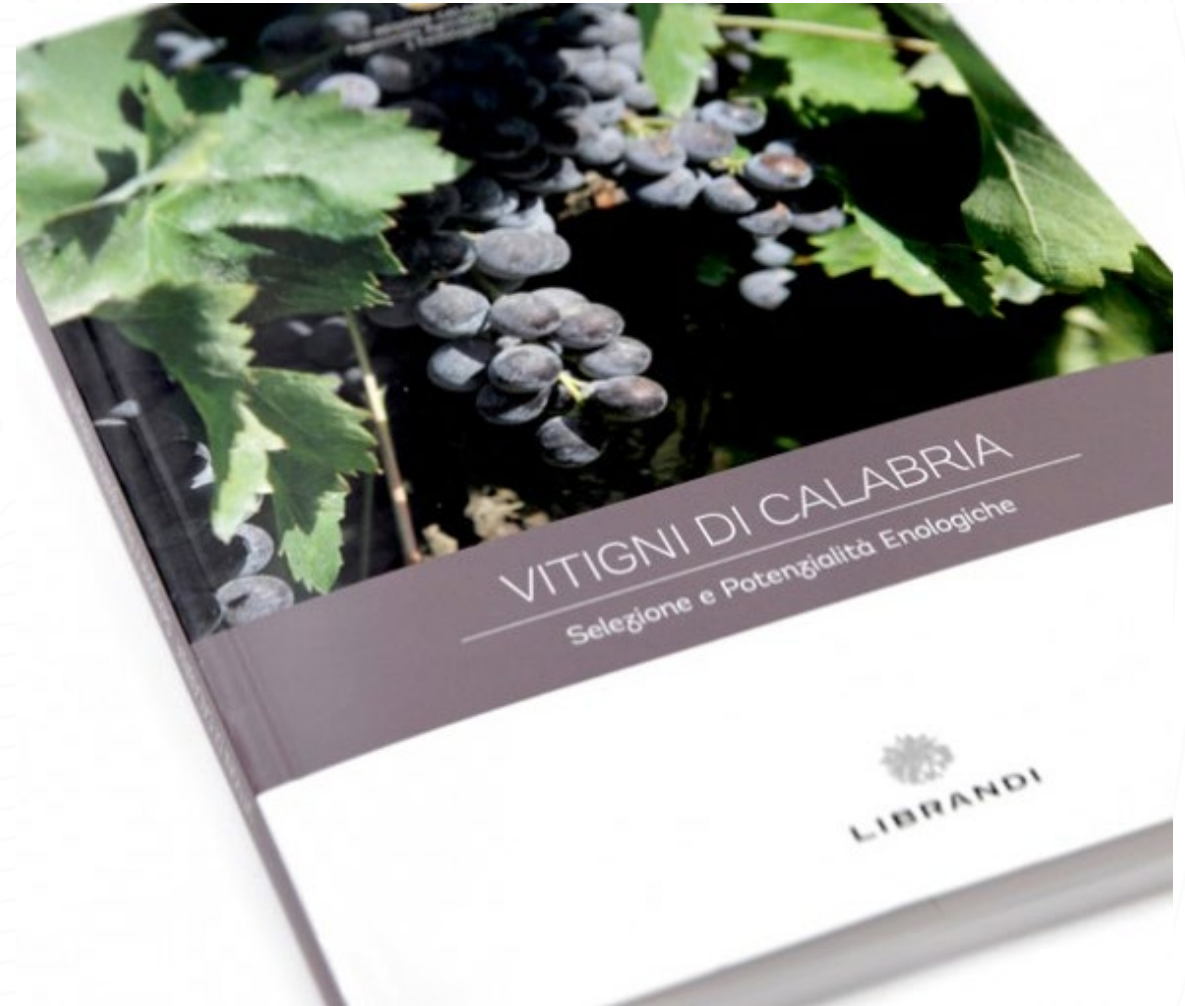
"Our deepest desire is to spread the knowledge of the wine heritage of Calabria, so rich in history, traditions and uniqueness."



SOCIAL REPORT STAKEHOLDERS COMMUNITY

Librandi has always been attentive to the promotion and sponsorship of cultural initiatives (events of "Le Donne del Vino", "Premio Letterario Caccuri" etc.) and sports ("Crotone Sailing Club", football teams and tennis clubs in the area).

There is also active participation in and/or direction of research projects with universities and national research centers. In the last decade, 6 scientific publications were produced aimed at the classification and enhancement of regional indigenous varieties of grapes.



SOCIAL REPORT **STAKEHOLDERS** **HOSPITALITY**

The company is open all year round for visits to the cellar, at the Rosaneti Estate and the VI.TE.S. Museum (Viticulture, Territory, History).

Visitors are guided by trained personnel along targeted itineraries, according to needs, and aimed at the discovery and promotion of territorial treasures.

The winery tour is also accessible to people with motor disabilities, as entrances and spaces are free of architectural barriers.



SOCIAL REPORT

STAKEHOLDERS

ENVIRONMENTAL IMPACT

SPECIFIC GOALS

SOCIAL REPORT ENVIRONMENTAL IMPACT

Respect for the environment is an integral part of the company's work, at every level, and influences the application and definition of business strategies.

The standards that are applied provide for objective and verifiable requirements through the definition of good practices and indicators.

With the adoption of the Equalitas Standard, the company is committed to the environmental management of all its activities and in all aspects related to the impacts it produces on the categories of environmental **input** (electricity, water, gas, fuels, processing products) and those of **output** (emissions and waste).



SOCIAL REPORT

ENVIRONMENTAL IMPACT

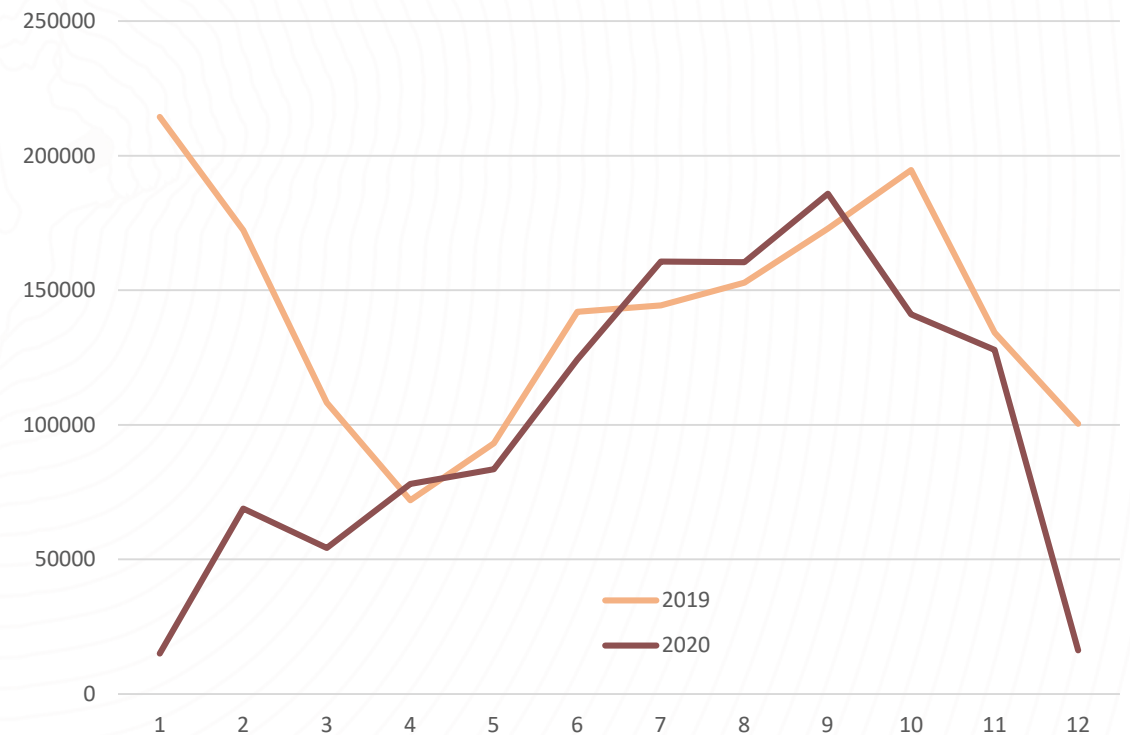
ELECTRICITY

The highest consumption of electricity from national supply occurs during the harvesting periods and is conditioned by the volume of grapes processed during the year (which depends on endemic factors) and therefore cannot be standardized over the years.

During the year 2020, **consumption was lower** than in previous years.

To reduce the consumption of reactive energy (absorbed by the machines but not actually used), the company has **power factor correction** equipment.

The trend in the consumption of electricity during the 2019-2020 period



SOCIAL REPORT

ENVIRONMENTAL IMPACT

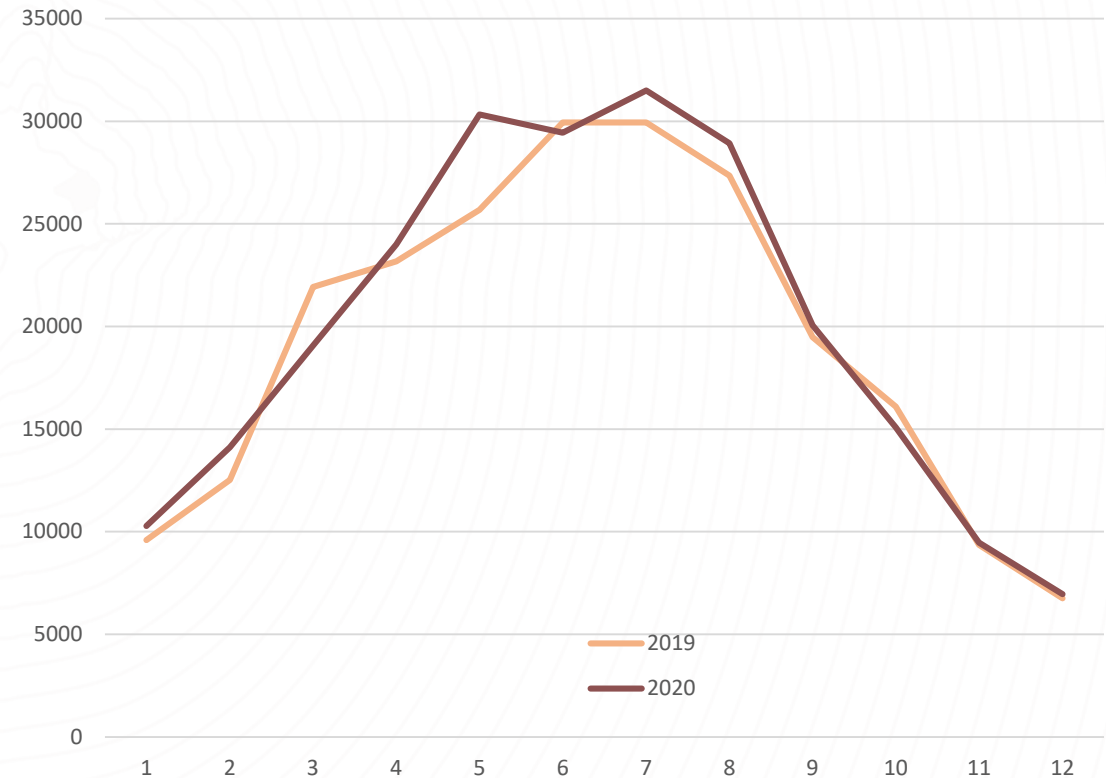
PHOTOVOLTAIC

The cellar is equipped with a large photovoltaic system that provides about **25 - 30%** of the energy needs of the machinery, with a considerable saving of electricity.

During the year 2020 there was a slightly **higher** share of **self-produced energy**, resulting in a lower energy impact.

In periods of lower consumption of electricity (March-April), a greater share of energy is sold to the grid.

Self-produced electricity 2019-2020

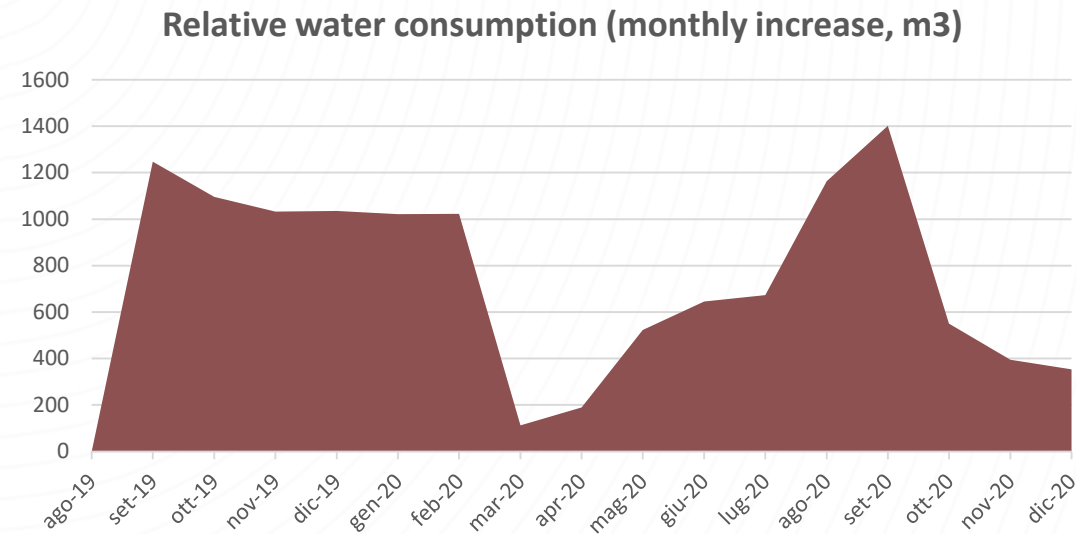
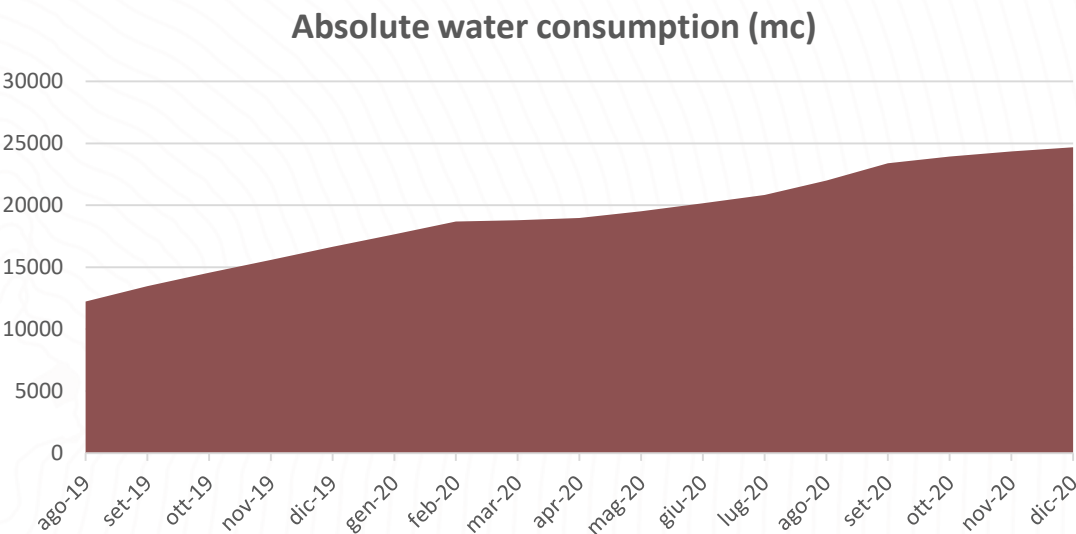


SOCIAL REPORT
ENVIRONMENTAL IMPACT
ELECTRICITY

The highest consumption coincides with the periods of harvest (August-September).

Consumption is constantly read and the detection of losses or anomalies on the line is always controlled.

During the year 2020, **consumption** was **lower** than in previous years, with minimum maintenance consumption during lockdown periods.



SOCIAL REPORT

ENVIRONMENTAL IMPACT

PRODUCTS USED IN PROCESSING

The company's purchasing department, assisted by the supervision of the QAM and Management, manages the inventory with an aim to minimizing waste and selecting eco-sustainable products made by certified suppliers, with particular attention to the FSC supply chain.

The total quantity of bottles, caps, cartons and labels detected in 2020 **complies with** the **volumes** of bottling and other products of the same chain of production, considering that any discrepancies are due to the presence of inventories left over from previous years.



SOCIAL REPORT

ENVIRONMENTAL IMPACT

OUTPUT CATEGORIES

The company carries out careful waste management, divided by category and by difficulty in disposal.

Ordinary waste (MSW) is appropriately disposed of via municipal collection.

The disposal of special waste (processing waste, wine products, bags, diatomaceous earth, sewage, detergent cans, cork) is, on the other hand, taken care of by a highly specialized company.



SOCIAL REPORT

ENVIRONMENTAL IMPACT

INVASIVE ANIMALS

Careful management and control of external pests is carried out by a highly specialized local company.

Preventive rodent control is carried out by setting and checking traps, both indoors (traps with glue) and outdoors. Their use is aimed at finding and capturing the intruder, preventing their death and decomposition in the workplace.

Preventive pest control is done using UV lamps placed indoors along the bottling line.



SOCIAL REPORT

STAKEHOLDERS

ENVIRONMENTAL IMPACT

SPECIFIC GOALS

SOCIAL REPORT
SPECIFIC GOALS
CRITICALITY ANALYSIS

Goal	Activity
Serious criticality analysis and the resolution	Internal analysis of the production area
	Internal documentation analysis

No areas of criticality were found during the internal analysis.

SOCIAL REPORT
SPECIFIC GOALS
GOALS ACHIEVED

Goal	Indicator	Activity
Corporate welfare improvement	Degree of participation 80% - Average rating >3/4	Questionnaire on the atmosphere inside the company
	Degree of participation 20%	Introduction of an employee reporting and suggestion system

An enhancement of corporate welfare was achieved through the administration, to employees, of an anonymous questionnaire regarding the corporate climate and by means of the collection of reports and suggestions through the installation of a special "message box".

SOCIAL REPORT

SPECIFIC GOALS
GOALS ACHIEVED

Goal	Indicator	Activity
Reduction of the impact of glass on the environment	100% elimination of «Golia» bottles with glass weight > 750g	Identification of the target weight of glass = 600g
		Choice of the product and adaptation of the bottling line («Bordolese antica»)

There was a complete replacement of bottles weighing more than 750g (for the 750ml format), seeking the perceived high quality of the product in bottles that have less of an impact.

SOCIAL REPORT
SPECIFIC GOALS
GOALS ACHIEVED

Goal	Indicator	Activity
Increase in the quota of suppliers with sustainability certification	Achieved 51% certified suppliers	Identification of the target to reach = 51%
		Percentage of new certified suppliers reached = 60%

In pursuing the goal of a sustainable supply chain, in identifying new suppliers, Librandi has selected partners that are attentive to the environment and to respect for good social practices, reaching an overall share of 60% of the suppliers that have a universally recognized certification.

SOCIAL REPORT
SPECIFIC GOALS
GOALS REACHED

Goal	Indicator	Activity
Increase in the share of bottles from certified companies	Achievement of 51% glass from certified companies	Reduction in non-certified supply
		Increase in supply from certified companies

In pursuit of the previous objective, without sacrificing the quality of the final product, the company has progressively reduced its supply from one of the partners without sustainability certification in favor of a new partner more oriented towards the principles of sustainable development.

SOCIAL REPORT
SPECIFIC GOALS
GOALS REACHED

Goal	Indicator	Activity
Reduction of the impact of paper on the environment	100% use of paper from the FSC chain	Identification of products to be replaced
		Supply of certified products («Ritrama Martele» - «Ritrama Modi»)

The same consideration was also made regarding the type of paper used in the labeling process, with a total conversion to materials derived from the FSC supply chain.


SOCIAL REPORT

SPECIFIC GOALS

FUTURE GOALS

- Reduction in the consumption of electricity
Replacement of tank coolers with models of a better energy class
Replacement of inverters for office air conditioning
- Enhancement of the safety plan for the wine cellar
Implementation of activities for the enhancement of safety activities, increase in the number of fire extinguishers and fire hoses
- Increase in the share of eco-sustainable packaging
Use of an increasing number of recycled and recyclable cardboard boxes
- Protection of small suppliers of grapes
Increase in/maintenance of the purchasing price of the grapes
- Reduction in the use of diatomaceous earth
Improvement of filtering systems.





More information on sustainability projects at ***librandi.it/sostenibilita***. For technical and in-depth reports, visit [*librandi@librandi.it*](mailto:librandi@librandi.it)

Rev.1 of June 30, 2021

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LIBRANDI