



# ESG Report 2020

# Index

	<b>Letter to the Stakeholders</b>	03
	<b>Highlights</b>	04
<b>1</b>	<b>Progressio – Who we are</b>	05
1.1	The history	08
1.2	The team and the board of directors	11
1.3	The strategy	14
1.4	The portfolio	16
1.5	Our partnerships	22
<b>2</b>	<b>Our commitment to sustainable progress</b>	23
2.1	The corporate documents	26
2.2	SGR's contribution and our performance ESG	28
2.2.1	Valuing people	29
2.2.2	Responsible supply chain management	33
2.2.3	Our daily commitment to environmental protection	34
2.2.4	Community contribution	37
<b>3</b>	<b>The ESG performance of portfolio companies</b>	38
3.1	Giorgetti	42
3.2	Gardaplast	45
3.3	Save The Duck	48
3.4	Gampack	51
3.5	Gelit	54
3.6	Damiano	57
3.7	Polenghi	60
3.8	Interni	63
3.9	Assist Digital	66
	Methodological note	70

# Letter to the stakeholders

The awareness for environmental, social, and governance (ESG) aspects represent for Progressio a determining factor for future sustainable development and a strategic priority; Progressio did not stop during 2020, on the contrary, in addition to the continuous support and development of our portfolio, we also opened our doors to a new company active in the digital transformation sector, Assist Digital, further expanding its presence in the areas of Italian excellence.

The historical period we have been facing has been unpredictable and has had repercussions all over the planet; the health emergency has highlighted elements of weakness in our social system and has further led us - as citizens and professionals - to reassess our priorities.

Financial regulations are also moving more toward ESG themes, and the EU is leading the change through policies that aim to enact the goals of the European Green Deal, which was announced just before the pandemic. Here at Progressio we welcome these changes and are aware that they will empower us to create a resilient and successful financial system, in relationship to climate, human rights, and sustainability.

This first aggregate ESG report represents the result of a project started by Progressio in 2018, with the adoption of the Responsible Investment Policy, and continued until today with the introduction, in particular, in 2020 of the Internal Code of Conduct and the Internal Sustainability Handbook.

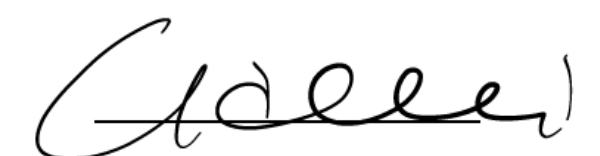
The adoption of these documents has led our company, as well as all the investee companies in our portfolio, to increasingly integrate ESG criteria into their operational and decision-making processes. We believe that the process of value creation of the companies in which we invest necessarily passes through conscious and sustainable development projects.

For more than 10 years, our mission has been to support the companies in which we invest to achieve tangible development projects, contributing to the improvement and growth of the Italian and international entrepreneurial environment, guaranteeing the highest respect for the rights and dignity of the people and the environment in which they live, to participate in the creation of value not just for shareholders, but for the environment, the company's local community and all the other stakeholders.

This first ESG report aims to represent the result on December 31st, 2020, relevant to Progressio SGR and the companies in its investment portfolios Progressio Investimenti II and Progressio Investimenti III. Besides presenting a consolidated view, the ESG Report contains an in-depth view of each of the companies in the portfolio, with a focus on the modalities in which the most important sustainability aspects are managed.

Progressio is therefore proud to share with its stakeholders this first ESG Report, to give evidence of its commitment and determination to contribute to an increasingly sustainable development of the country.

**Filippo Gaggini**  
Chief Executive Officer



# Progressio

17.006

kWh of electricity consumed

19,6 t

Ton.CO2eq Greenhouse gas emissions generated (S1 + S2 location based + S3 business travel)

93%

Of the team is aged between 26 and 50 years old

39 h

Average hours of training per employee

High

Employee satisfaction (8.2 to 10)

65%

Of suppliers are local (Lombardia region)

50.000 €

Donated in support of charitable initiatives

# Portfolio

703.837

kWh electricity consumed from renewable sources

54.086 t

Generated by the portfolio (S1 + S2 location-based)

43%

Of employees are women

23 h

Average hours of training per employee

13

Rate of accidents at work (employees)

80%

Of suppliers are Italian

55%

Of the companies have an organizational model inspired by or compliant with the 231/2001

2

Companies BCorp and Benefit Corporation



# 1 PROGRESSIO SGR

— Who we are

— We support concrete  
development projects

Our mission is to support the companies in which we invest in the realization of concrete development projects, contributing to the improvement and growth of the Italian and international business community, ensuring the utmost respect for the rights and dignity of people and the environment in which we live, to contribute to the creation of value not only for shareholders but also for the environment, the local community in which the company is integrated and all other stakeholders (employees, suppliers, customers).

# 1.1 The history

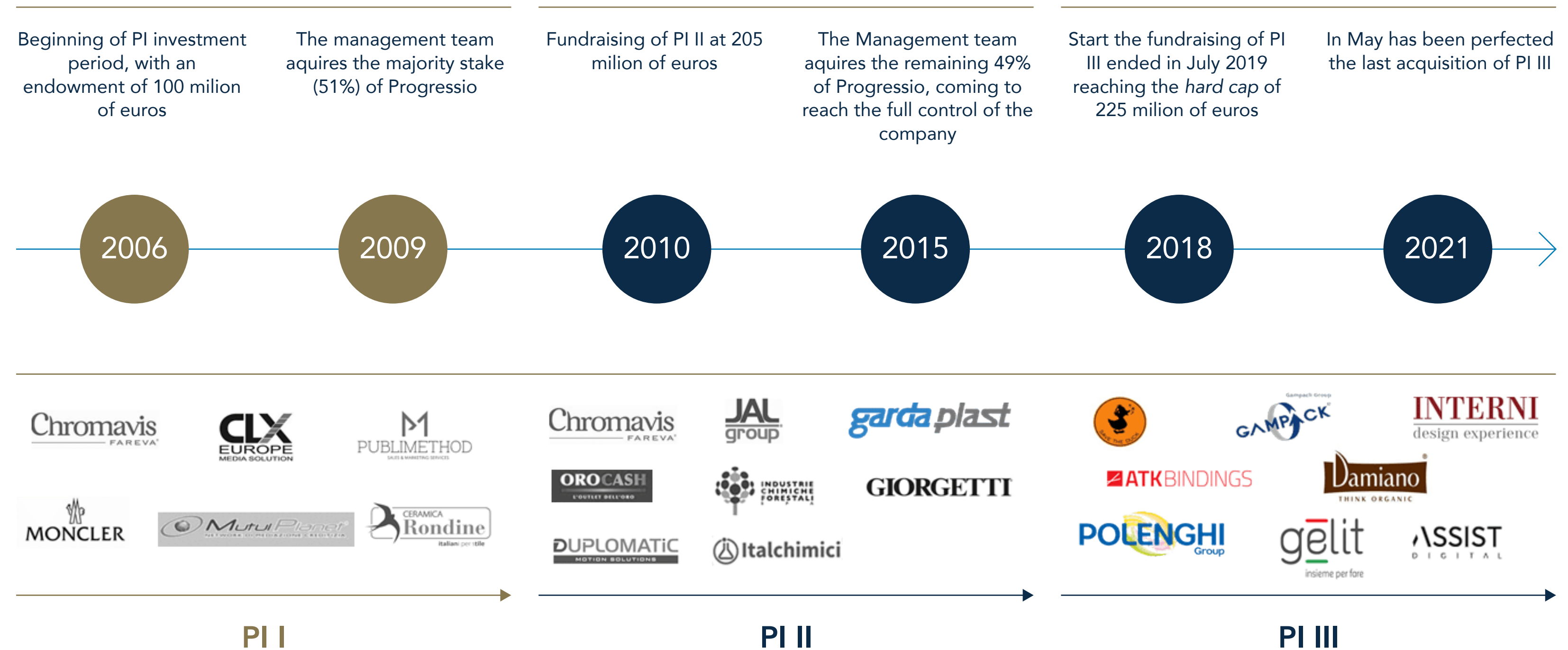
**Progressio SGR S.p.A.** (below “Progressio” or “SGR” or “Company”) is an independent company completely held by the management team, which manages the private equity funds focused on Italian SMEs. Also, through its investment activity, Progressio sets itself **the goal** to contribute to the development of a more flourishing, resilient, and inclusive economy, thanks to the identification and transformation of Italian excellences into successful companies.

managed three institutional funds:

- *Progressio Investimenti* (“PI”, fully liquidated, worth 100 million euros)
- *Progressio Investimenti II* (PI II”, under management, of the value of 205 million euros)
- *Progressio Investimenti III* (“PI III”, under management, of the value of 250 million euros), active since January 2018.

From the beginning to the end of the 2020 fiscal year, Progressio - which first started its investment activity through an investment holding company (MPE) -

As of December 31st, 2020, the total capital managed by the group equates to 455 million euros, distributed within 2 active funds and 9 companies still within the portfolio.



— The success of each  
strategy depends  
on the people





**Filippo Gaggini**  
Managing Partner



**Angelo Piero la Runa**  
Senior Partner



**Nino Mascellaro**  
Senior Partner



**Alessandro D'Arco**  
Partner



**Alessandro Petraccia**  
Partner



**Mauro Ballabio**  
Portfolio Strategy  
& Operations Partner



**Beatrice Capretti**  
Investment Manager,  
IR, Chief Sustainability  
Manager



**Massimo Dan**  
Investment Manager



**Giovanni Vettore**  
Associate



**Simone Asanelli**  
Associate



**Giovanni Pesce**  
Associate



**Nicola Carbone**  
Administrative and  
Financial Director,  
Sustainability Manager



**Cristina Bonnaccorsi**  
Administration



**Francesca Guardamagna**  
Assistant



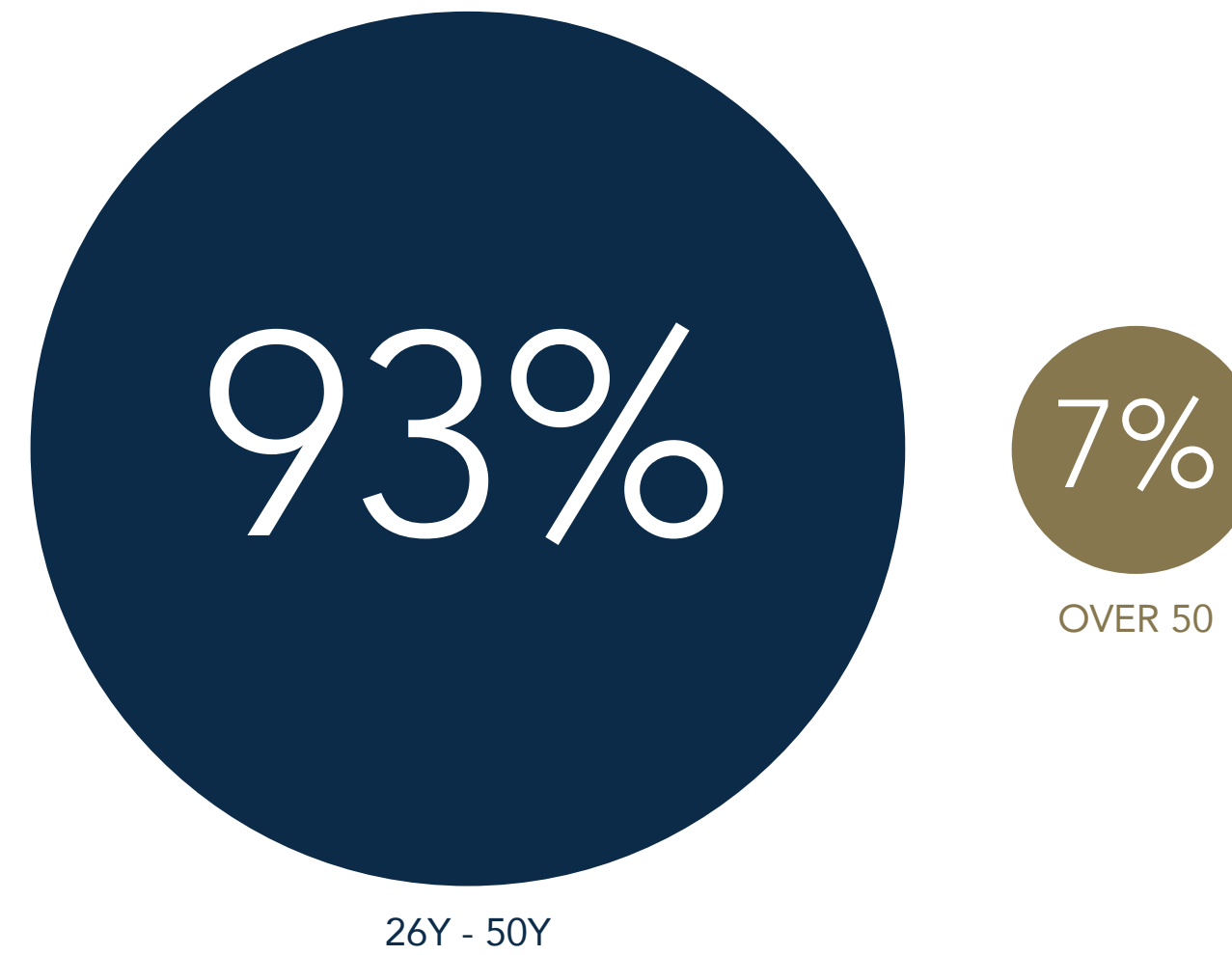
# The team and the board of directors

The success of Progressio is based on a highly skilled and cohesive **team of professionals** with complementary competencies acquired through years of experience in private equity, consulting, and investment banking, driven by a group of expert partners who have worked together for more than ten years. With a dynamic and inclusive culture, Progressio strongly believes in trust, transparency, and open communication among all team components.

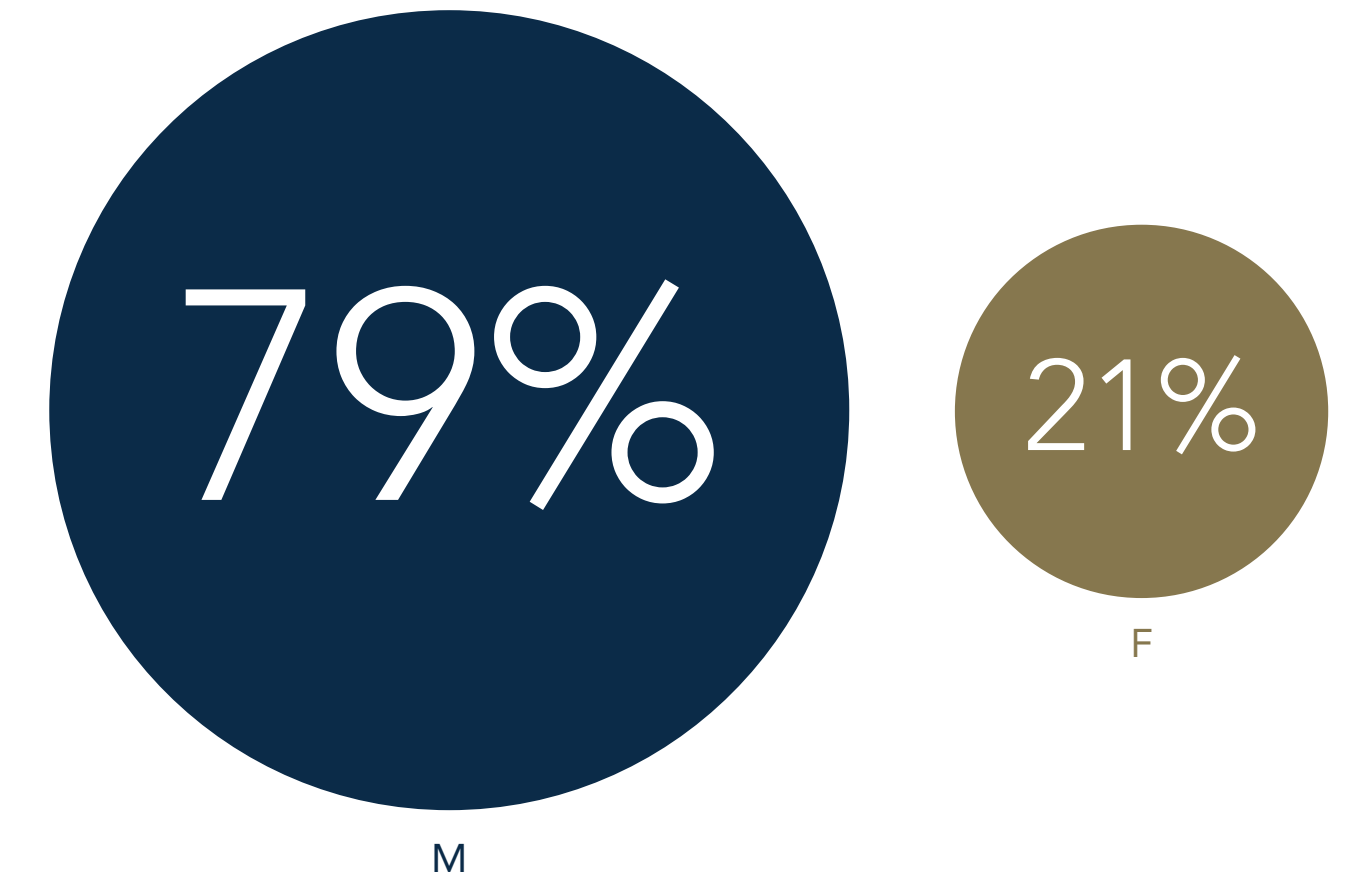
### Team

As of December 31<sup>st</sup>, 2020, the Progressio team consists of 14 people (13 employees in addition to the Managing Partner), including 11 men and 3 women. 93% of the team is aged between 24 and 50 years old.

### Age



### Gender



	26Y - 50 Y	OVER 50
Chief Executive Officer	0	1
Executives	6	0
Middle management	2	0
Employees	5	0

# The team and the board of directors

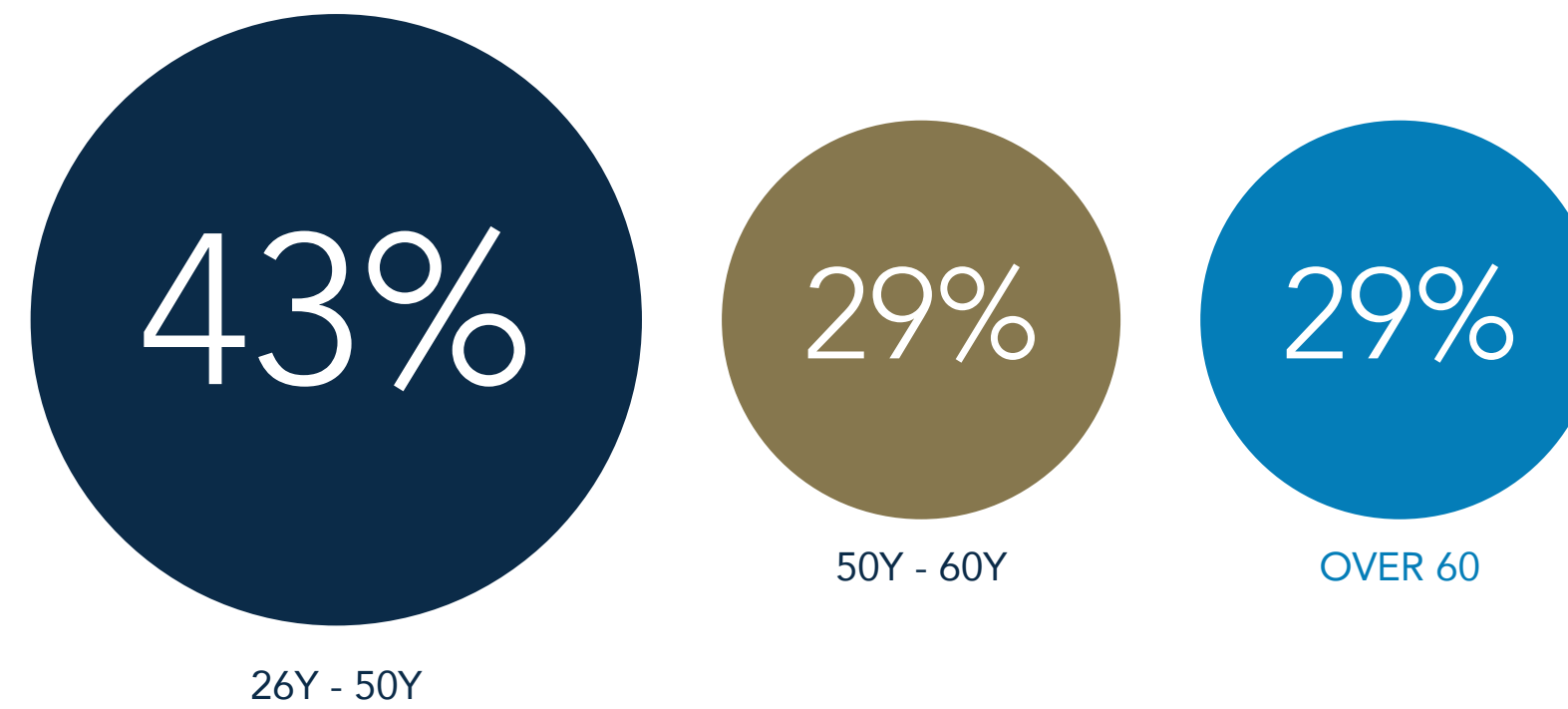
## Sustainability Team

The Sustainability Team (consisting of the Chief Sustainability Manager and the Sustainability Manager), reports to Progressio’s Board of Directors and is responsible for promoting and driving the company’s sustainability strategy. The Sustainability Team is also responsible for the implementation and supervision of the Responsible Investment Policy (RI) as well as for the collection and analysis of information on sustainability factors relevant for Progressio. Finally, it collaborates with the investment team in selecting new investment opportunities, the appropriate implementation of the RI Policy in the portfolio companies, and in assessing and monitoring ESG risks and opportunities in the target companies, during all phases of the investment. The ESG Manager also cooperates with external specialized consultants in carrying out his functions.

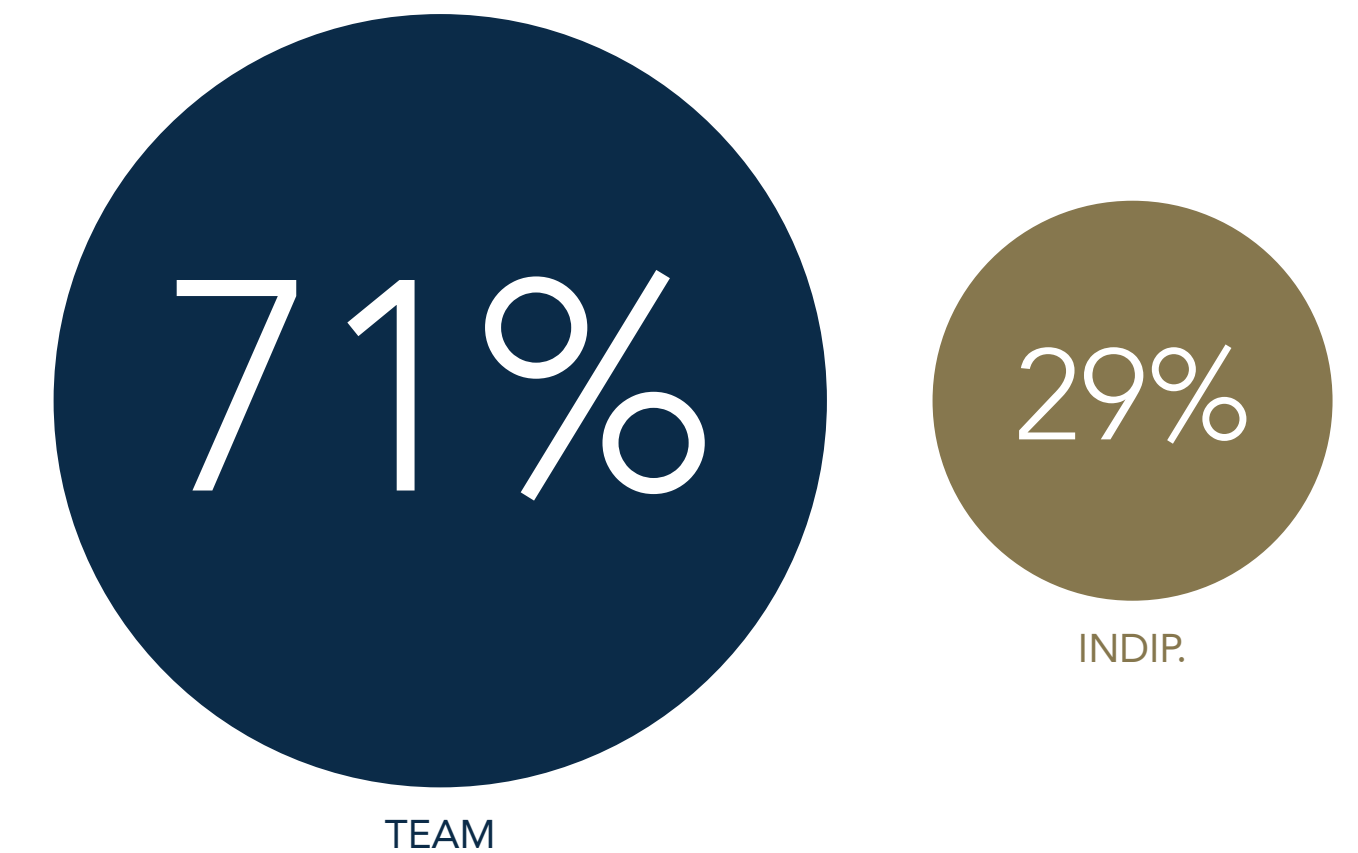
## Board of Directors

The Board of Directors consists of 7 members, 5 of which are represented by the company’s partners and team members and 2 are independent members (including one woman).

### Age



### Independence



# The team and the board of directors

## Key features of our Management Team

### Competence and experience

The management team boasts a successful track record in the finalization of complex operations and add-ons for the portfolio companies.

### Dynamic and creative approach

Progressio has a proactive, creative and collaborative approach where all team members are encouraged to express their ideas and discuss and share their opinions.

### Commitment, Cohesion, Passion and Motivation

Team members are driven by motivation and passion to achieve common goals and at the same time share a set of values such as trust, respect, the strength of teamwork and loyalty to others. Each member of the investment team - in a perspective of total alignment of interests aimed at stimulating and supporting the total involvement of people - is incentivized (through a carried interest) and oriented towards the creation of value for investors.

### Efficiency and Flexibility

Progressio, also thanks to its cohesive and experienced team, is structured in such a way as to be able to optimize the mix of competences of the team members on each operation and quickly reallocate resources according to the different needs.

# The strategy

Progressio invests in middle-sized companies operating in the sectors of Italian excellence (typically mechanic, fashion & luxury, chemicals and pharmaceutical, food and digital), with leadership positions in their respective fields of relevance. In particular, the target companies stand out for their unique approach to the market and their ability and potential for development through internal and external growth projects. We invest both by acquiring majority shareholdings and in some selected cases of influencing minority, as to say capable to guarantee coherent rights with those foreseen in majority operations.



# The strategy

## Key pillars of our investment strategy

### Focus on italian excellence

Progressio invests in Italian SMEs operating in the sectors of Italian excellence, typically: mechanics, fashion & luxury, chemical & pharmaceutical, food and digital. In these sectors, in fact, Italy boasts strong capabilities, a solid reputation, internationally recognized brands, first-rate research and development skills and a wealth of managers with extensive experience.

### Partnership with the best managers

Progressio firmly believes that the quality of management is a critical factor to determine the success of an investment. Therefore, collaborates with the best managers (during all the investment stages of the project and during the holding stage), benefiting from competences and specialized know-how in the sectors of reference for the implementation of strategic development plans.

### Industrial approach based on the operating leverage

Progressio adopts an approach to value creation based on operational leverage (both through internal growth and acquisitions) with the objective of making target companies leading players in their respective sectors and also generating a positive socio-economic impact in the communities in which they operate. This strategy allows to create and promote the development of well-positioned, fast-growing and market-leading companies, which benefit from high standing management structures, a clear and outlined strategy and a corporate culture oriented towards sustainability.

## 1.4 The portfolio

In the course of its history, Progressio has finalized successful operations obtaining satisfactory returns on investments. Achieved thanks to a clear and well-defined strategy aimed at companies operating in sectors in which Italy can boast a consolidated experience and leadership, promoting strategic plans oriented to value creation through the use of operating leverage.

As of December 31<sup>st</sup>, 2020, the investment portfolio of Progressio is composed of the following companies, Italian excellences:

Company name	Fund	Date of Acquisition	Holding Period (years)	Position	Sector	Activity
<b>Giorgetti</b>	PI II	Aug-15	5,4	Majority	Fashion & Luxury	Luxury design and furniture brand
<b>Garda Plast</b>	PI II	Jul-17	3,5	Majority	Industrial Products	Rigid packaging (preforms P.E.T.) for water, milk, home care markets
<b>Save The Duck</b>	PI III	Mar-18	2,8	Majority	Fashion & Luxury	100% animal free sportswear
<b>Gampack</b>	PI III	Jan-19	1,9	Majority	Ingegneria meccanica	Secondary packaging machinery
<b>Gelit</b>	PI III	May-19	1,6	Co-Lead	Food & Beverage	Frozen food and ready meals
<b>Damiano Organic</b>	PI III	Jul-19	1,4	Majority	Food & Beverage	100% organic fruit processor
<b>Polenghi Group</b>	PI III	Aug-19	1,4	Influential minority	Food & Beverage	Food dressing (lemon juiced based)
<b>Interni</b>	PI III	Oct-19	1,3	Majority	Fashion & Luxury	Integrated design solutions
<b>Assist Digital</b>	PI III	Dec-19	0,1	Influential minority	Digital	CRM services focused on digital transformation

These were joined in May 2021 by ATK Sports<sup>1</sup> (PI III), a first-rate industrial company specializing in the development and production of bindings and other accessories for ski mountaineering.

1. ATK Sports is not included within the perimetry of the ESG Report 2019-2020 as the acquisition was completed only after the 31st December 2020. For more information, please refer to the methodological note of this document.

# The portfolio

**Giorgetti** is a leading company at the global level in the production of furniture and luxury designs. The company caters to both private and corporate, clients realizing projects (even tailor-made) for housing, offices, hotels, restaurants, fashion retail and superyachts. Established in 1898 and deeply rooted in the heart of the most important district of the furnishing design (Brianza), is recognized at the global level as a primary example of Italian style and excellence. The collection distinguishes itself for its iconic style, high quality and attention to detail, the fine workmanship of materials (particularly wood) may vary from classic to contemporary style. In 2021 Giorgetti was awarded, confirming the same result obtained in 2019 and 2020, at the fourth edition of the “Best Managed Companies” Award promoted by Deloitte Italy.

---

Company in portfolio PI II



**Garda Plast**, also through its subsidiary Ifap, produces and markets preforms in P.E.T. aimed to the plastic bottle blowing mainly to the sector of water bottles and soft drinks, milk and detergents. The Groupe boasts a leadership position in Italy due to their consolidated presence in the market of reference, to the deep and advanced know-how technologic and cutting edge, as well as the efficiency of the production facility, fully compliant with environmental regulations.

---

Company in portfolio PI II



## 1.4 The portfolio

**Save The Duck** is a company of design and retail, specializing in coats and accessories in the premium segment, 100% animal-free characterized by a distinguished position thanks to a unique combination of quality, style and price. The brand, born in 2012, got worldwide recognition for the quality of the product and (the instilled belief's oriented)/ethic soul-oriented towards sustainability and to the full respect of animals, the environment in which they live and the people who inhabit it. Save Since 2019 Save The Duck is a benefit corporation and it was the first Italian fashion company to receive the B-Corp certification.

---

Company in portfolio PI III



**Gampack**, also through its subsidiary FuturaPack, operates in the production of machinery and packaging systems for secondary packaging (cartons and shrink wrappers) specializing within the beverage sector and more in general to the consumer sector. Founded in 2004 and located in the heart of the so-called "packaging valley Italiana" (Piacenza), Gampack, thanks to the characteristics of its machines and the high level of service provided to the client, conquered an important position in the market of reference, becoming one of the principal suppliers of the most important sector operators.

---

Company in portfolio PI III





# The portfolio

**Gelit** deals with the production of frozen products (ready-made meals, particularly pasta, crepes and sauces) for the most important operators of the GDO and the foodservice industry, both in Italy as abroad (particularly the U.S). Gelit is a company recognized for its capacity fencing and flexibility of the production process entirely realized in the seat of Cisterna di Latina.

**Damiano** is a Sicilian company that – since 1964 – deals with the transformation and commercialization of almonds and other organic dried fruit. The range of offered products includes whole fruit, creams and butter distributed on the specialized retail channel within the bio segment and on the large-scale distribution, but even dedicated products to the industry sector. Damiano is today's market leader for organic almonds. Since 2016, the company is certified B-Corp, and since 2019 became a Benefit Corporation. In 2021 the company was awarded as the "Best For The World B Corps in Environment".

---

Company in portfolio PI III




---

Company in portfolio PI III





# The portfolio

**Polenghi** operates in the sector of garnishing and is particularly involved in the production and selling of products based on lemon and lime juice, prevalently destined to the channel of large-scale distributions. The company has a strong international nature and exports in over 70 countries, and it distinguishes itself for the relevant position in the organic sector based on the Italianness of the product. Born in 1976 and based in Piacenza, the group has productive and commercial branches in Europa and the United States.

**Interni** is a leading company in the sector of furniture and design. In particular, the company deals with the distribution of products and furnishing solutions in the residential department and in the supply of planning for high-level customers. Interni offers the design experience through a network of multibrand and mono-brand shops and is considered a strategic partner from the majority of producers in the sector.

---

Company in portfolio PI III

---

Company in portfolio PI III



The logo for Interni consists of the word "INTERNI" in a bold, red, serif font.

# The portfolio

**Assist Digital** offers services of Customer Relationship Management (CRM), focused on digital transformation. Combining human and artificial intelligence, and thanks to a multi-channel approach, Assist Digital combines outsourcing services of retail and customer care processes with consulting in the digital environment.

---

Company in portfolio PI III



# Our partnership

## PARTNER ESG



Global organization of professional services in management consulting, auditing, taxation, transaction, and training.



One of the founding companies of the movement in Europe, the first B Corp in Italy, and the Italian partner of B Lab. For over 20 years, through its research, innovation, and strategic consulting activities, Nativa has been accelerating the evolution of companies towards a sustainable and regenerative economic model.

## COLLABORATIONS



(Associazione Italiana Private Equity e Venture Capital), an association founded in 1986, with the purpose to promote and represent institutionally the Italian venture capital and private equity activity.



The private market of the London Stock Exchange Group that links private companies with diverse capital sources to guide their growth. Progressio SGR and the Italian Stock Market Borsa collaborate for the promotion of the Elite service.



School of Management, Performance LAB observatory  
Private equity and finance for growth.

# 2 Our commitment to sustainable progress

We firmly believe that to create value for our stakeholders, it is essential to achieve financial objectives while ensuring the utmost respect for the rights and dignity of people and the environment in which we live.

We believe that it is only through responsible business management and careful assessment of ESG risks and opportunities that today's companies will be able to compete successfully and create long-term value.



## 2

# Our commitment to sustainable progress

Progressio has always operated in the belief that to create value for all stakeholders, it is essential to achieve financial objectives while ensuring the utmost respect for the rights and dignity of people and the environment in which we live.

Progressio pays particular attention to issues related to sustainability and ESG risks and factors, not only about its investment strategy but also concerning its internal organization.

This conviction has taken shape in recent years with the adoption of policies and practices aimed at greater integration of environmental, social and governance (ESG) criteria in its operational and decision-making processes, particularly through the implementation of appropriate governance models, the introduction of human resources policies to protect the rights of workers and the adoption of procedures aimed at promoting their well-being.

On March 10, 2021, Progressio published on its website the under **EU Regulation 2019/2088**<sup>2</sup> regarding sustainability disclosure in the financial services industry.

Finally, during 2020, the SGR embarked on the path to obtain the **B-Corp** certification and to subsequently become a **Benefit Corporation**.

2. For further information, please refer to the following link:  
<http://www.progressiosgr.it/Regolamento-UE-2088>

# The corporate documents

In accordance with the market's best practices, Progressio has adopted some important corporate documents aimed at ensuring efficient and responsible business management.

## The Internal Code of Conduct<sup>3</sup>

The "Internal Code of Conduct" defines – inter alia – the internal rules of conduct for employees and the Company's procedures necessary to ensure efficient performance of company activities, in compliance with current regulations. Specifically, according to that approved by the Board of Directors of AIFI (Associazione Italiana del Private Equity, Venture Capital e Private Debt). The Internal Code of Conduct constitutes operational support for the fulfillment of the requirement for the SGR, the members of the administrative and control bodies, the employees and collaborators of the SGR itself to establish internal behavioral rules to safeguard the rights of fund participants as well as the resources and procedures necessary to ensure the efficient performance of the services in compliance with the art. 35 decies of the TUF (Testo unico delle disposizioni in materia di intermediazione finanziaria).

## Conflicts of Interest Policy<sup>4</sup>

The Conflicts of Interest Policy has been written to allow strong management of the conflict of interest, identifying the main pillars of the SGR's behavior aimed at identifying, avoiding and managing conflicts of interest that could negatively affect the interests of the managed funds and/or of the participants in them. In this way, within the policy, the SGR identifies the actions and tools suitable to operate with fairness and transparency in the interest of the investors of the managed funds, refraining from behaviors that may harm the interests of one or more investors of the managed funds.

## Responsible Investment Policy

In 2018 the SGR adopted a specific Responsible Investment Policy (RI Policy), through which it formally committed to pursuing an investment strategy that aims to achieve financial returns while ensuring the utmost respect for the rights and dignity of people and the environment in which we live, taking into account the impacts on the environment and society in investment choices and balancing economic growth with the pursuit of sustainable development.

Given the importance of environmental, social and governance criteria for a correct evaluation of investments in the long term, both in terms of risks and expected returns, Progressio has decided to incorporate these factors in its decision-making and investment processes, as well as in its ownership policies from the screening phase of the investment to its management and disposal.

ESG factors relevant to Progressio concerning which opportunities, potential risks and sustainability performance are assessed and measured with respect to each investment include:

Environmental criteria:

- Energy consumption
- Greenhouse gas emissions
- Water Management

Social criteria:

- Occupational health and safety
- Human resources management practices
- Respect for human and labor rights

3. For further information, please refer to the following link:  
[Progressio 2020.11.10\\_Codice-di-Comportamento-def.pdf \(progressiosgr.it\)](http://www.progressiosgr.it/wp-content/uploads/2020/11/10_Codice-di-Comportamento-def.pdf)

4. For further information, please refer to the following link:  
[http://www.progressiosgr.it/wp-content/uploads/2019/05/Progressio\\_RI-Policy.pdf](http://www.progressiosgr.it/wp-content/uploads/2019/05/Progressio_RI-Policy.pdf)

# The corporate documents

Governance criteria:

- Regulatory compliance
- Supply chain responsible management
- Anti-corruption practices

At the same time as adopting the RI Policy, Progressio has appointed a Sustainability (ESG) Manager within its management team, who is responsible for overseeing the proper implementation of responsible investment principles, working alongside the *investment team*.

## **The Internal Sustainability Handbook**

In 2020, Progressio adopted the Internal Sustainability handbook which represents a guideline aimed at regulating the management of environmental, social and governance aspects within the SGR both towards workers and external stakeholders. In particular, the manual defines and outlines - inter alia - the initiatives aimed at the professional development of workers and their well-being and involvement, the policies aimed at responsible management of the supply chain, the policies aimed at respecting and protecting the environment as well as the activities and initiatives to support the community.

## **Employee Handbook**

The Employee Handbook is an informative document for all employees employed on a full-time, part-time and internship basis and for directors with operational responsibilities, incorporating the main company procedures and rules governing the relationship between employees and the company.

# SGR's Contribution and our performance ESG

Consistent with the principles promoted during the investment selection and management process, Progressio is committed to implementing policies aimed at improving its ESG performance internally as well.

---

17.006

kWh of electricity consumed

19,6 t

Ton.CO2eq Greenhouse gas emissions generated (S1 + S2 location based + S3 business travel)

130 Kg

Of recycled paper used

---

39 h

Average hours of training per employee

High

Employees satisfaction (8.2 to 10)

No

Dismissal during 2020

---

65%

Of suppliers were local (Lombardia region)

50.000 €

Donated to support charitable initiatives



# Valuing people

## Professional development and engagement

The knowledge, experience, skills and talent of the employees are considered one of the critical factors of Progressio's success in achieving its business goals. For this reason, Progressio invests in the training and professional development of its employees and contractors with the belief that this contributes to greater productivity and improved team satisfaction. In particular, the SGR adopts a corporate training program aimed at the development of professional and personal skills, which contributes to the growth of both soft and hard skills during the stay in the company.

This program provides two main types of training:

- **Initial training** aimed at providing each new employee with a series of notions and documents containing the main information about the SGR and the most relevant internal processes (e.g., the Internal Procedures Manual, the Internal Code of Conduct, the RI Policy, the Internal Sustainability Handbook, the Employee Handbook, etc.).

- **Continuous training** which is carried out during the entire period of employment within the company to increase the skills of the employees. Specifically, the tools that have proved to be most effective and therefore most used for this training are:

### Social Learning

tool created to encourage moments of sharing, exchange and teamwork to create a working environment in which to combine mutual knowledge and learn from one another.

### Learning programs focused on specific skills or themes

workshops/seminars on soft skills or specific subjects (e.g., tax, legal, financial, business, sustainability, etc.), participation in conferences, multidisciplinary courses (e.g., language courses, public speaking aptitude courses, etc.).

# Valuing people

During 2020 **542 training hours** were delivered in total, for an average of **39 hours pro-capita**. Among these, circa 14 were dedicated to training on ESG issues

## Training hours 2020



# Valuing people

Moreover, Progressio adopts an **employee performance evaluation program** whose mechanisms and parameters are defined in line with the company's strategy, objectives and values. The type of evaluation that each employee receives touches different aspects and varies based on the responsibilities, decision-making powers assigned and hence the role that each person plays within the SGR. Every year, after the evaluation, each employee receives feedback on the professional and personal skills demonstrated, as well as on the achievement of certain pre-set objectives, including objectives aimed at improving Progressio's environmental and social impact profile.

The SGR, in the belief that the wellbeing and satisfaction of people both in and out of the office, as well as strengthening the relationship of trust between the company and its employees and increasing motivation, is an essential prerequisite for achieving the company's strategic objectives, provides some **initiatives** and **corporate benefits** for the benefit of all employees:

- The SGR, through the implementation of a **Parental Policy**, promotes parenthood by putting into practice initiatives aimed at supporting the families of its employees, such as, for example, the integration of the INPS treatment in favor of its employees to guarantee 100% of the salary during the 5 months of compulsory abstention or the possibility of resorting to smart work or a reduction in working hours during the nine months following the period of compulsory extension while continuing to receive the full salary. Also, during the period of pregnancy, always to protect the health of its workers, Progressio has foreseen a series of initiatives such as, for example, the reduction of travel and transfers, the possibility of greater recourse to agile work and special permits for medical examinations.

- Progressio favorably welcomes the **smart working** model, as it is convinced that it not only helps to positively reconcile work performance and family and social life, also bringing advantage in terms of costs and time saved but also positively affects the individual's ability to organize their own time and their respect for deadlines and autonomy in work management. In particular, the smart working model (in situations other than particular market contingencies that impose or promote its adoption, as happened as a result of the Covid-19 pandemic) can be adopted by each employee - compatibly with the duties performed and provided that they do not compromise the regular and ordinary performance of the company's activities - up to a maximum of 40 hours per month, in compliance with the provisions of the law and company policies.

- Progressio recognizes some additional benefits, which may include, for instance: meal vouchers, participation in corporate welfare programs, access to supplemental health care programs, and initiatives and activities related to behavioral health.

# Valuing people

## Employees satisfaction

Progressio, at least once a year, distributes internal surveys to monitor the level of engagement and satisfaction of the employees and to gather inputs for possible improvement of company practices. In 2020, the results (scored from 1 to 10) demonstrate a high engagement and satisfaction level, mainly regarding the teamwork and corporate culture aspects.

7,9

General satisfaction

8,6

Company culture

8,2

Leadership &amp; Strategy

8,6

Team involvement

8,3

Social &amp; Environmental responsibility

7,6

Training, education and career

8,2

Your role

7,8

Pay and benefits

Finally, the SGR prepares an annual calculation of the employee turnover rate, which was zero in 2020 as well as in 2019.



2.2.2

# Responsible supply chain management

The SGR's commitment to contribute to sustainable development does not stop at organizational and corporate governance boundaries, but it goes beyond them. In 2020, the company has adopted procedures for the selection and qualification of suppliers of goods and services according to environmental, social and governance criteria.

In particular, the SGR prioritizes **local suppliers** who, in carrying out their activities, are sensitive and attentive to sustainability issues. In this regard, local suppliers (operating within the Lombardy region) represented **65%** of the total 2020 suppliers of the SGR.

Furthermore, Progressio has procedures in place for assessing potential environmental, social and governance risks associated with key suppliers of goods and services: the SGR, at least once a year, conducts periodic audits by sending a questionnaire to its key suppliers to assess their ESG profile. In 2020, the supplier **response rate** was **14%**.

## Number of suppliers 2020



# Our daily commitment to environmental protection

Progressio's employees work every day respecting their surrounding environment, guided by precise values based on integrity, transparency, coherence and responsibility, to guarantee a future for the next generations.

Although they are already very low, considering the type of business and its size, the SGR is committed to reducing its environmental impacts and any type of waste associated with its activities. In 2020, Progressio recorded an electricity consumption of 17,006 kWh and a gasoline and diesel consumption of 924 liters and 4,462 liters, respectively. Progressio's total energy consumption was 252 GJ, slightly

less than in 2019. Regarding greenhouse gas emissions, 14.29 tons. CO<sub>2</sub>eq were recorded in terms of Scope 1 emissions, while Scope 2 emissions were recorded using the location-based and market-based methods of 6 tons.CO<sub>2</sub>eq and 8.6 ton.CO<sub>2</sub>eq respectively, a slight decrease compared to 2019. Scope 3 emissions, calculated from the year 2020, are 31.79 tons. CO<sub>2</sub>eq and include the business travel category. Progressio's business is characterized by low direct and indirect emissions related to electricity consumption, in this sense Scope 3 emissions are the most relevant category for the SGR, contributing to about 60% of the greenhouse gas emissions.

## Energy consumption (GJ)



2019

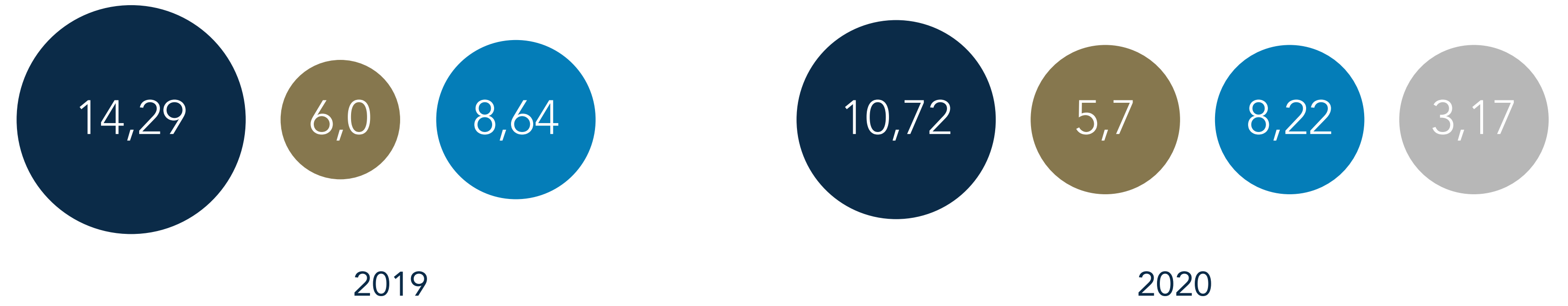


2020

# Our daily commitment to environmental protection

## Greenhouse gas emissions (tons.CO2eq)

● SCOPE 1    ● SCOPE 2 Market-based    ● SCOPE 2 Location-based    ● SCOPE 3 Business travel



● SCOPE 1    ● SCOPE 2 Location-based    ● SCOPE 3 Business travel



# Our daily commitment to environmental protection

To further strengthen the company's commitment to reducing its environmental impact, Progressio has adopted a policy governing business travel: the Travel Policy is primarily aimed at reducing environmental impact and safeguarding employee health and safety. It also provides for the use of road transport or car-sharing rather than air travel for short distances. In addition, the SGR promotes a reduction in travel in favor of the use of teleworking, teleconferencing and web-conferencing. In this regard, the smart work mode is welcomed and regulated (even disregarding the emergence of the Covid-19 pandemic), also with a view to promoting a better balance between work life and personal needs.

Considering the importance Progressio assigns to the environment and its resources, the SGR has also adopted a **Policy for the Purchase of Consumption Materials** aimed at preferring the use of sustainable consumption materials (food products, cleaning products, printed materials, etc.) within the working areas.

Wherever possible, the SGR is committed to using materials with low environmental and/or social impact, recycled and/or recyclable materials. During 2020 the SGR has used mainly for administrative purposes only recycled paper, for an amount equal to 129,7 KG.



# Community contribution

Since its founding, Progressio has been committed to projects aimed at supporting the local community, also through charitable donations. Every year the SGR pursues the objective of donating an amount of not less than 1% of the profits resulting from the annual budget approved by the Board of Directors, in favor of non-profit organizations and associations engaged in social activities or environmental protection, giving priority, where reasonably possible, to organizations and associations whose initiatives are linked to the purposes of the RI Policy.

In this regard, during 2020 Progressio helped support a number of initiatives, donating a total of approximately **€50,000** to the following associations:



<https://togethertogo.org/>

A non-profit association that offers individual and personalized neurological rehabilitation to children affected by complex neurological pathologies.



<https://www.puntocometa.org/>

Association that houses children and teenagers in need to promote their development and growth.



<https://www.sositalia.it/>

Association committed to supporting children without family care or at risk of losing it.



<https://www.abbraccio.it/>

Association committed to supporting families of children diagnosed on the Autism Spectrum and complex disabilities. Progressio has supported this association through the donation of personal protective equipment and machinery for the containment and contrast of the Covid-19 epidemiological emergency.

In this context, Progressio promotes the active involvement of all personnel in activities and projects in support of the community. In particular, the SGR involves workers and collaborators in the choice of organizations and charitable associations to support.

# 3 The ESG performance of portfolio companies

# 3 The ESG performance of portfolio companies

Progressio's Investment Policy aims to create a diversified portfolio of holdings in companies active in the sectors of Italian excellence, typically mechanical, fashion & luxury, chemical & pharmaceutical, food and digital.

Our Responsible Investment Policy drives us to engage our companies towards an increasingly conscious reporting of their impacts and performance. In this first edition of Progressio's Aggregate Report, the ESG performance covering the 2019 - 2020 reporting biennium is presented: this will provide insight into the sustainability performance and impacts of the Portfolio Companies in PI II and PI III funds.

Consistent with the ESG criteria relevant to Progressio, the reporting of the investee companies' results are divided between Environmental, Social and Governance aspects.

During the past year, despite the exceptional nature of the period, Progressio's aggregate portfolio performed well from an ESG perspective and, in some cases, there were even improvements over the previous year. From a standpoint of environmental impacts, it can be noted that the percentage of renewable electricity consumed by Progressio companies is 703,837 kWh, essentially in line with the previous year. The Greenhouse gas emissions generated by the portfolio (Scope 1 + Scope 2, location-based) decreased by 23% (2019: 70,877 tons.CO2eq - 2020: 54,605 tons.CO2eq), a good result for Progressio, also due to the singularity of the past year; the percentage of recycled and/or certified raw materials, semi-finished products and packaging materials also increased slightly, 8% of the total (7% in 2019).

Considering social indicators, Progressio's portfolio in 2020 is composed of 1,556 people (809 in 2019): this significant increase is due to the inclusion in Progressio's portfolio of Assist Digital, a company specializing in digital customer relationship management services focused on digital transformation. Of these 1,556 employees, 43% are women (21% more than in 2019) and 95% are employed on a permanent contract.

Training is a key element for both Progressio and all its subsidiaries: in 2020 the hours of training, both mandatory and non-mandatory, carried out increased compared to 2019, reaching an average of 23 h per employee; as well as training, safety is also considered of fundamental importance, in fact in 2020 the rate of accidents at work decreased compared to 2019, reaching a value of 13; here, the decrease is mainly attributable to the acquisition of Assist Digital, which, operating in a sector where the risk of accidents is very low, contributed significantly to the decrease in the accident rate of Progressio's aggregate portfolio by almost 20%.

In terms of governance, 55% of the investee companies have an organizational model inspired by 231/2001 or compliant. In 2020, the total number of suppliers in the portfolio amounted to 8,658, 80% of which were in Italy, while there were 34 total operations, 12% of which were covered by an ISO14001 or ISO45001 certified management system.

3  
The ESG performance of portfolio companies





# 3 The ESG performance of portfolio companies

703.837

kWh electricity consumed  
from renewable sources  
(792.591 kWh in 2019)

54.605

Tons. CO2eq Greenhouse gas  
emissions generated by the  
portfolio (S1 + S2 location-based)  
(70.877 tons. CO2eq in 2019)

8%

Of recycled and/or certified raw  
materials, semi-finished products  
and packaging materials  
(7 % in 2019)

23 h

Average hours of  
training per employee  
(8 hours in 2019)

43%

Of employees  
are women  
(35 % in 2019)

13

Rate of accidents  
at work (employees)  
(16 in 2019)

12%

Rate of new hires  
(13% in 2019)

80%

Of Italian suppliers  
(79% in 2019)

55%

Presence of an organization  
model inspired by or compliant  
to 231/2001 (50% in 2019)

12%

Of operation covered by  
a management system ISO  
14001/45001 (15% in 2019)

3.1.1

Giorgetti





# Giorgetti

## Sector

Fashion & Luxury  
(furniture)

## Activity

Luxury design  
and furniture brand

## Revenues 2020

51,9 mln €

## Employees 2020

229

## Fund

PI III

## Timeless objects

Giorgetti, founded in 1898 by Luigi Giorgetti and based in Brianza, the heart of Italy's leading furniture district, has been wholly owned by Progressio Investimenti II and the Company's management team since 2015. The Company, also through the subsidiary Battaglia acquired in 2018, has a more than a 100-year tradition in the furniture and design industry and is particularly active in the production and sale of high-end interior furniture. The Group is today recognized as one of the main global players in the high-end segment and collaborates with the best external designers able to give a unique character to collections and architectural projects. The Group's business model is vertically integrated: all production

phases are carried out directly in the three production plants; only some intermediate processes, often linked to the use of materials other than wood or production techniques that are not core to the Group, are outsourced to third-party suppliers located in the District. The company is present in over 90 countries, through 361 points of sale, more than 50% of which are shop-in-shop, 18 flagship stores in Europe, Africa, Asia, United States and 6 Atelier. In 2020 the Giorgetti Group has started its sustainability path by publishing the first sustainability report, which aims to provide concreteness to its commitment rendering sustainability an important growth driver by integrating it in its corporate management.

### ESG in brief



- Self-production of renewable energy
- Zero water consumption



- 100% of employees hired with a permanent employment contract in 2020



- Organizational model according to Italian law 231\*
- Code of Ethics\*



\*Data refers only to Giorgetti S.p.a.

# Giorgetti

**Sector**

Fashion & Luxury  
(furniture)

**Activity**

Luxury design  
and furniture brand

**Revenues 2020**

51,9 mln €

**Employees 2020**

229

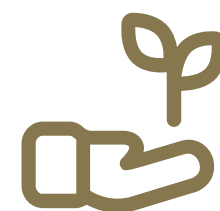
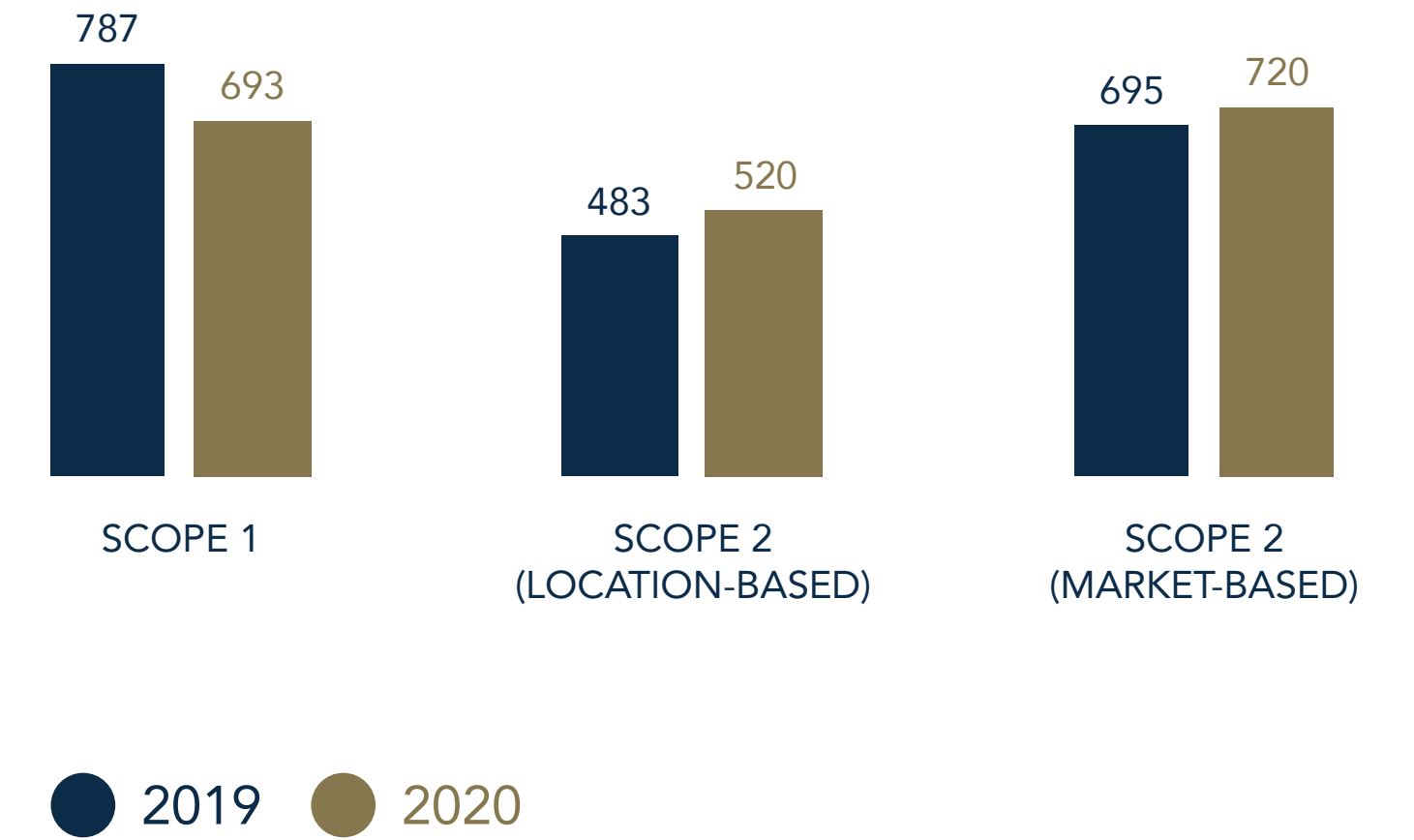
**Fund**

PI III



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>19.693</b>	<b>18.011</b>
of which: electricity consumption	6.348	6.195
of which: fuel consumption	13.346	11.816
Self-produced electricity consumption from renewable sources (GJ)	11.727	6.286

## Total greenhouse gas emissions Scope 1 and 2 (tons.CO2eq)



**84 tons.CO2eq**  
avoided by self-generation  
of electricity in 2020  
(157 t in 2019)

**1213 tons.CO2eq**  
total GHG emissions in 2020  
(Scope 1 + Scope 2  
Location-based)

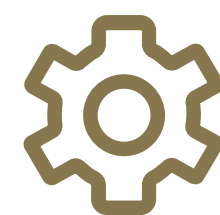
**10 m3**  
of water withdrawn  
and discharged in 2020



**23%**  
of women on the total  
2020 (23% in 2019)

**13%**  
of employees in 2020 are  
aged 30 years old or under  
(10% in 2019)

**12%**  
of rate of new hires in 2020  
(8% in 2019)



**5846**  
total suppliers in 2020  
(5782 in 2019)

**86%**  
of local suppliers in 2020  
(based in Italy) (86% in 2019)

**n. 0**  
environmental, human  
rights, socio-economic and  
corruption non-compliances  
identified in 2020



3.1.2

# Gardaplast





# Gardaplast

## Sector

Industrial Products

## Activity

Rigid packaging  
(preforms P.E.T.) for water,  
milk, home care markets

## Revenues 2020

62,5 mln €

## Employees 2020

72

## Fund

PI II

## Preform technology in compliance with the highest regulatory standards

Garda Plast, headquartered in Polpanezze (BS), is a company founded in 1996 by the Tonali family and active in the stiff packaging sector. The company, the majority of whose capital has been held by Progressio Investimenti II since 2017, deals specifically with the production of P.E.T preforms destined mainly for the mineral water and soft drinks sector. In 2018 the company takes over from the Bruseschi family 100% of Ifap, headquartered in Palmanova (UD), active in the production of P.E.T performed for the sectors of detergent and milk

sectors. The group, inside the Polpanezze plant, is equipped with a trigeneration plant that allows exploiting the thermal energy produced by the transformation into refrigeration energy used to cool the smelted plastic material injected into the stamp during the production cycle; the implant using a continuous absorption refrigeration cycle, represents an example of maximum energy efficiency. In addition the group has equipped itself with machinery plants enabling the use of recycled resins (R-P.E.T).

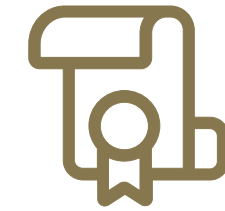
### ESG in brief



- Presence of a trigeneration plant
- Reduced water consumption



- 97% of employees hired with a permanent employment contract in 2020
- 4 injuries in 2020



- Organizational model according to Italian Law 231
- Code of Ethics
- ISO 14001
- ISO 9001
- ISO 45001

**garda plast**

# Gardaplast

**Sector**

Industrial Products

**Activity**

Rigid packaging (preforms P.E.T.) for water, milk, home care markets

**Revenues 2020**

62,5 mln €

**Employees 2020**

72

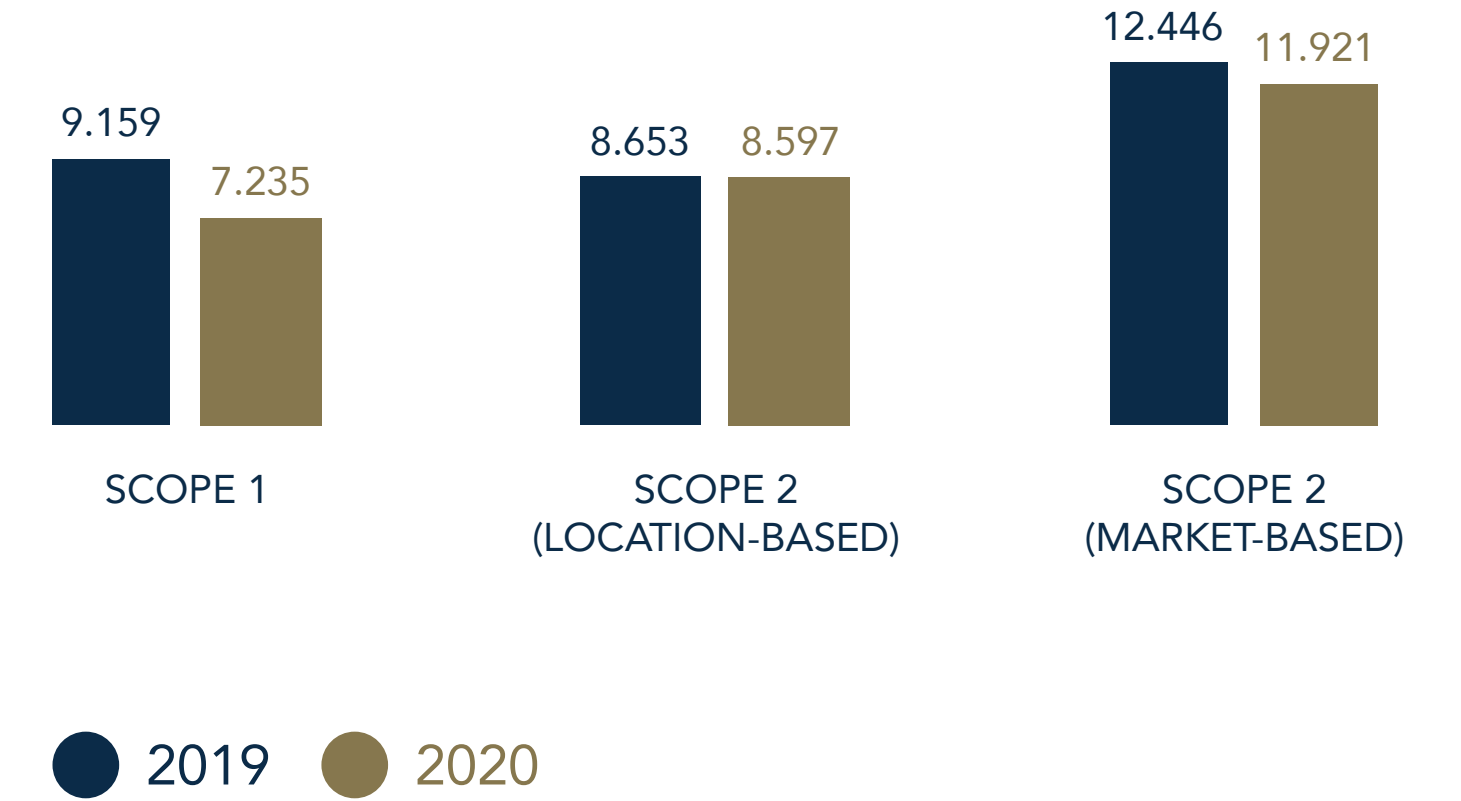
**Fund**



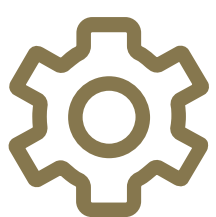
PI II



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>221.229</b>	<b>187.770</b>
of which: electricity consumption	92.707	92.117
of which: fuel consumption	128.522	95.653

**Total greenhouse gas emissions**  
Scope 1 and 2 (tons.CO2eq)



	<b>15.833 tons.CO2eq</b> total GHG emissions in 2020 (Scope 1 + Scope 2 Location-based)	<b>15%</b> of used PET is R-PET	<b>505.468 m3</b> of water withdrawn in 2020
	<b>22%</b> of women on the total in 2020	<b>22%</b> of employees in 2020 are aged 30 years old or under (19% in 2019)	<b>7%</b> rate of new hires in 2020 (17% in 2019)
	<b>366</b> total suppliers in 2020	<b>13 %<sup>7</sup></b> of suppliers evaluated according to ESG criteria in 2020 (10% in 2019)	<b>n. 0</b> environmental, human rights, socio-economic and corruption non-compliances identified in 2020



# Save The Duck



# SAVE THE DUCK



WE LOVE OUR ANIMALS

We don't use real down  
but a state-of-the-art technology

**PLUMTECH®**  
SYNTHETIC DOWN

- ✓ Eco-friendly
- ✓ Heat retaining
- ✓ Durable
- ✓ Recyclable

Our commitment  
to be sustainable, respect an  
environment and peace  
Be part of this revolution

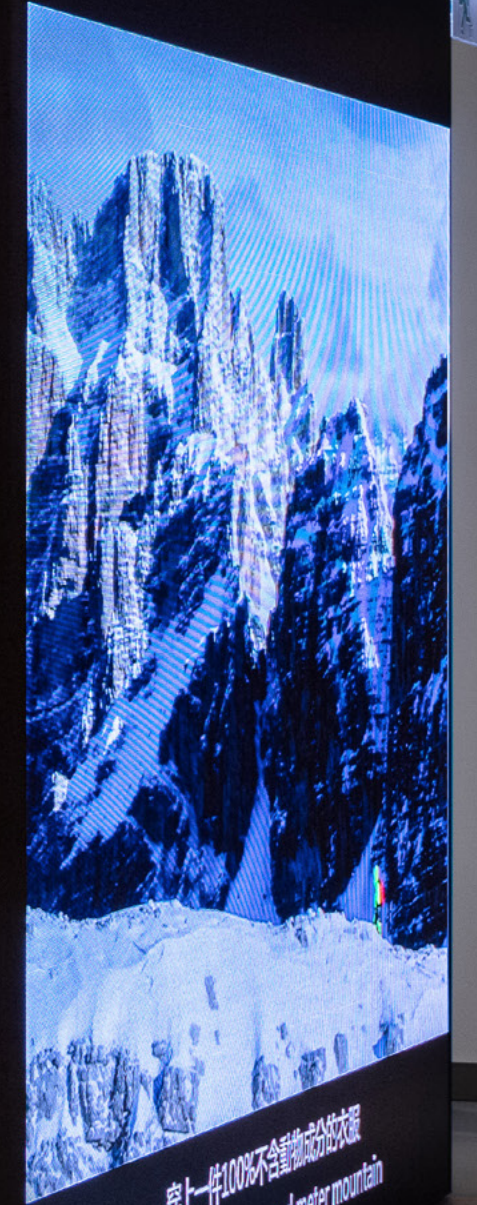
WE RESPECT ANIMALS

- ✓ NO REAL DOWN
- ✓ NO ANIMALS
- ✓ NO TESTING ON ANIMALS

WE CARE FOR PEOPLE

WE LOVE & PROTECT NATURE

- ✓ RECYCLING
- ✓ WATER SAVING
- ✓ ENERGY SAVING
- ✓ PLANTING TREES



穿着一件100%不含羽绒成分的羽绒服  
Climb an eight-thousand meter mountain

Eco-friendly  
Globetrotter

We clean the Ocean

Protect Nature



# Save The Duck

## Sector

Fashion & Luxury  
(fashion)

## Activity

100% animal-free  
sportswear

## Revenues 2020

36 mln €

## Employees 2020

71

## Fund

PI III

## 100% cruelty-free

The fashion company Forest (now Save The Duck) was founded in 1914 thanks to the entrepreneurial spirit of Foresto Bargi. In 2012, Nicolas Bargi, nephew of Foresto, launches the Save the Duck brand with the clear intent to create the first down jacket free of any kind of animal component (100% animal-free), enhancing its footprint related to the respect for animals, environment and people. Since 2018 Progressio Investment III holds the major capital share. The business model promoted by the company is transparent and mindful of the responsible management of the natural resources model. As proof to the high commitment to persecute high social and environmental

standards. Save the Duck is the first Italian fashion company to receive the B Corp certification. In 2020, the company has also adopted a sustainability plan to formalize its targets, aimed to protect nature, reducing the environmental impact e by sustaining the rights of people through the promotion of values such as inclusion and respect. In the same year, the company has joined the United Nations Global Compact (UNGC), the global pact of the United Nations that encourages companies to conduct their business responsibly and to the seven principles of the Women's Empowerment Principles (WEPs) aimed to promote gender equality.

### ESG in brief



- Self-production of renewable energy
- Car fleet consisting of hybrid models
- 100% «animal free» raw materials



- Nearly 80% of employees hired with a permanent employment contract in 2020 (91% in 2019)
- No injuries in 2020
- 21 average hours of training per employee delivered in 2020



- B Corporation
- Benefit Company
- Organizational model according to Italian law 231
- Code of Ethics
- Presence of an Interdependence Code
- Oeko-tex Certifications, GRS, BCI
- ISO 14001



# Save The Duck

**Sector**

Fashion & Luxury  
(fashion)

**Activity**

100% animal-free  
sportswear

**Revenues 2020**

36 mln €

**Employees 2020**

71

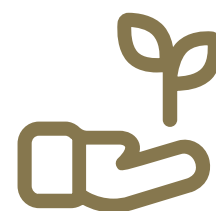
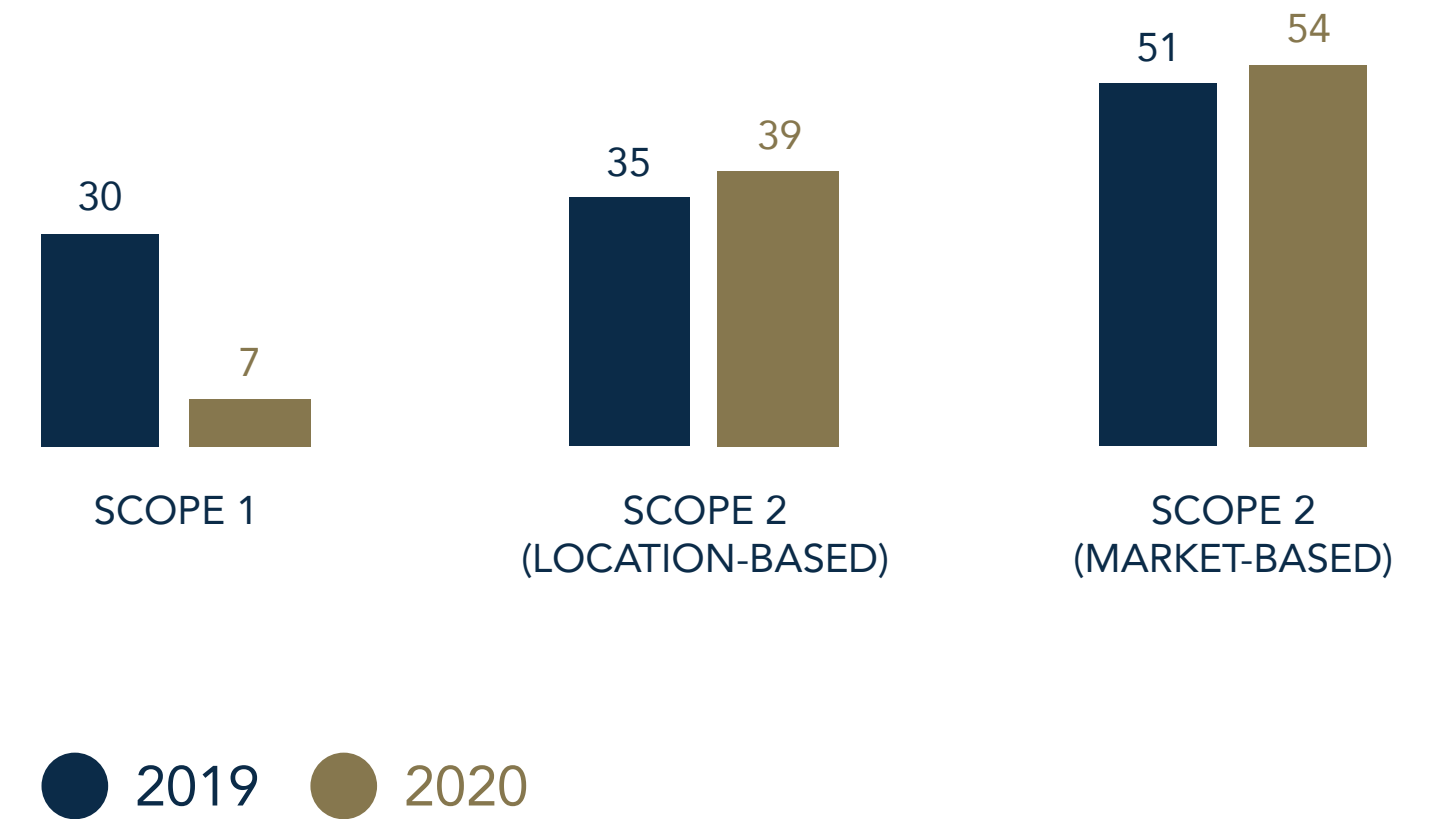
**Fund**

PI III



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>581</b>	<b>550</b>
of which: electricity consumption	379	414
of which: fuel consumption	202	135

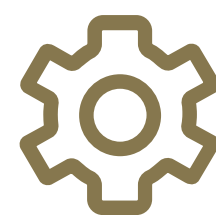
## Total greenhouse gas emissions Scope 1 and 2 (tons.CO2eq)



**Il 100%**  
of the fabrics purchased  
has at least one certification  
among Oeko-tex, GRS, BCI



**76%**  
of women in 2020  
(78% in 2019)



**17**  
total suppliers in 2020  
(19 in 2019)

**circa il 60%**  
of raw materials and semi-  
finished products used in  
2020 were recycled and/or  
semi certified

**23%**  
of employees in 2020 are  
aged 30 years old or under  
(11% in 2019)

**82%**  
of suppliers evaluated  
according to ESG criteria  
in 2020 (84% in 2019)

**615 m3**  
of water withdrawn  
and discharged in 2020

**30%**  
of rate of new hires in 2020  
(36% in 2019)

**n. 0**  
environmental, human  
rights, socio-economic and  
corruption non-compliances  
identified in 2020

3.1.4

# Gampack



# Gampack

## Sector

Mechanical Engineering

## Activity

Secondary packaging machinery

## Revenues 2020

7 mln €

## Employees 2020

60

## Fund

PI III

## Efficient solutions for logistic needs

Gampack, based in Piacenza (PC), was founded in 2004 and is active in the production of machinery and packaging systems for secondary packaging (case packers and shrink wrappers) fully automatic and dedicated in particular to the beverage sector. Gampack, whose majority of the capital is held by Progressio Investimenti III since 2019, has gained an important position in the reference niche, becoming one of the main suppliers of the most important operators in the sector thanks

to the characteristics of its machines - solidity, reliability and speed - and the high level of service provided to customers. In 2020 Gampack added FuturaPack, a company active in the production of secondary and tertiary packaging machinery with a high robotics content, dedicated to the food and pet food sectors, but also active in the pharmaceutical and cosmetics sectors, creating a group that proposes itself as a one-stop-shop for all secondary and tertiary packaging solutions.

### ESG in brief



- Zero water consumption
- Packaging waste reduction policy



- 88% of employees hired with a permanent employment contract in 2020 (91% in 2019)
- 2 injuries in 2020 (0 in 2019)
- High rate of new hires in 2020 (20%)
- Technical training courses for the use of machinery





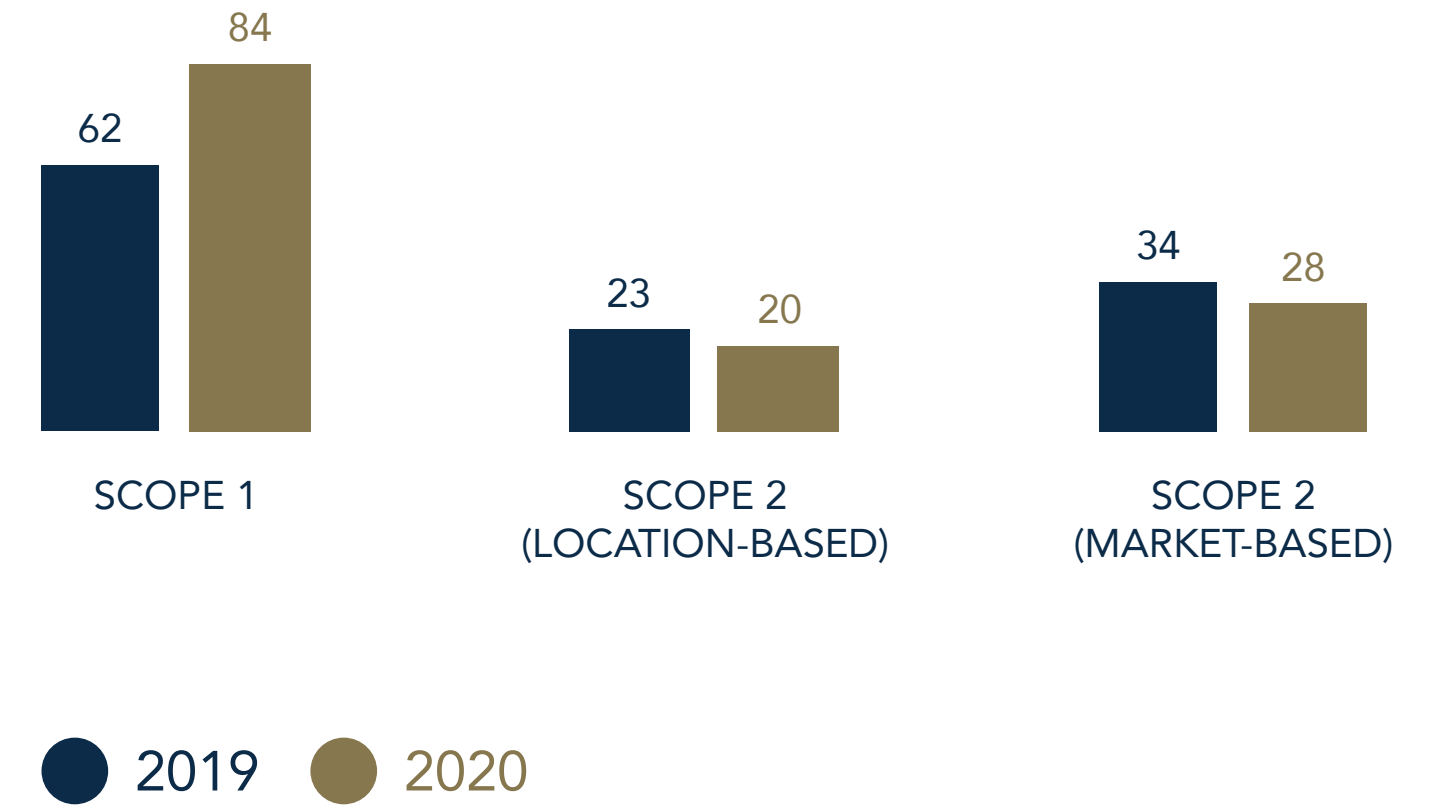
# Gampack



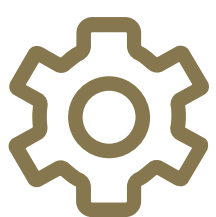
**Sector**  
Mechanical Engineering  
**Activity**  
Secondary packaging machinery  
**Revenues 2020**  
7 mln €  
**Employees 2020**  
60  
**Fund**  
PI III



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>1.079</b>	<b>1.518</b>
of which: electricity consumption	252	214
of which: fuel consumption	827	1.304

## Total greenhouse gas emissions Scope 1 and 2 (tons.CO2eq)



	<b>104 tons.CO2eq</b> total GHG emissions in 2020 (Scope 1 + Scope 2 Location-based)	<b>0,42 t</b> of packaging materials purchased in 2020 (1.15 t in 2019)	<b>446 m3</b> of water withdrawn and discharged in 2020 (326 m3 in 2019)
	<b>17%</b> of women on the total 2020 (17% in 2019)	<b>20%</b> of employees in 2020 are aged 30 years old or under (21% in 2019)	<b>2,8 h</b> average hours of training per employee delivered in 2020 (2,7h in 2019)
	<b>530</b> total suppliers in 2020 (450 in 2019)	<b>26%</b> of local suppliers in 2020 (based in Italy)	<b>n. 0</b> environmental, human rights, socio-economic and corruption non-compliances identified in 2020



3.1.5

Gelit





# Gelit

## Sector

Food & Beverage

## Activity

Frozen food  
and ready meals

## Revenues 2020

53,8 mln €

## Employees 2020

176

## Fund

PI III

## Close to the territory and responsible for those who live it

Gelit is a company active since 1998 in the food sector of frozen ready meals, mainly pasta dishes and crepes, based in Cisterna di Latina, in the Agro Pontino, where most of the ingredients proposed in Gelit's recipes come from. The company, whose majority of the capital is held by Progressio Investimenti III since 2019, has distinguished itself since the '90s for the innovation and quality of its products and the

flexibility and capacity in the recipes and has always been a private-label producer partner of the main brands of large-scale retail trade both nationally and internationally. Gelit's products tell a story made of genuineness, passion for the territory and continuous improvement of the quality of processes and products, guaranteed by strict quality control in the company and along the production chain.

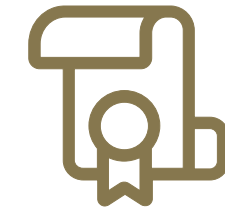
### ESG in brief



- Use of steam as a support for thermal production processes
- Ongoing project to reduce water consumption
- Use of renewable raw materials



- Nearly 100% of employees hired with a permanent employment contract in 2020 and 2019
- 37 average hours of training per employee delivered in 2020 (24 hours in 2019)
- Turnover exit rate in 2020 very low (2%)



- Organizational model according to Italian law 231
- Code of Ethics
- BRC FOOD Certificated
- IFS FOOD
- ISO 14001



# Gelit

## Sector

Food & Beverage

## Activity

Frozen food  
and ready meals

## Revenues 2020

53,8 mln €

## Employees 2020

176

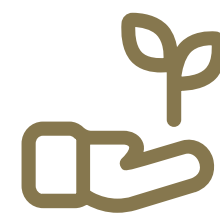
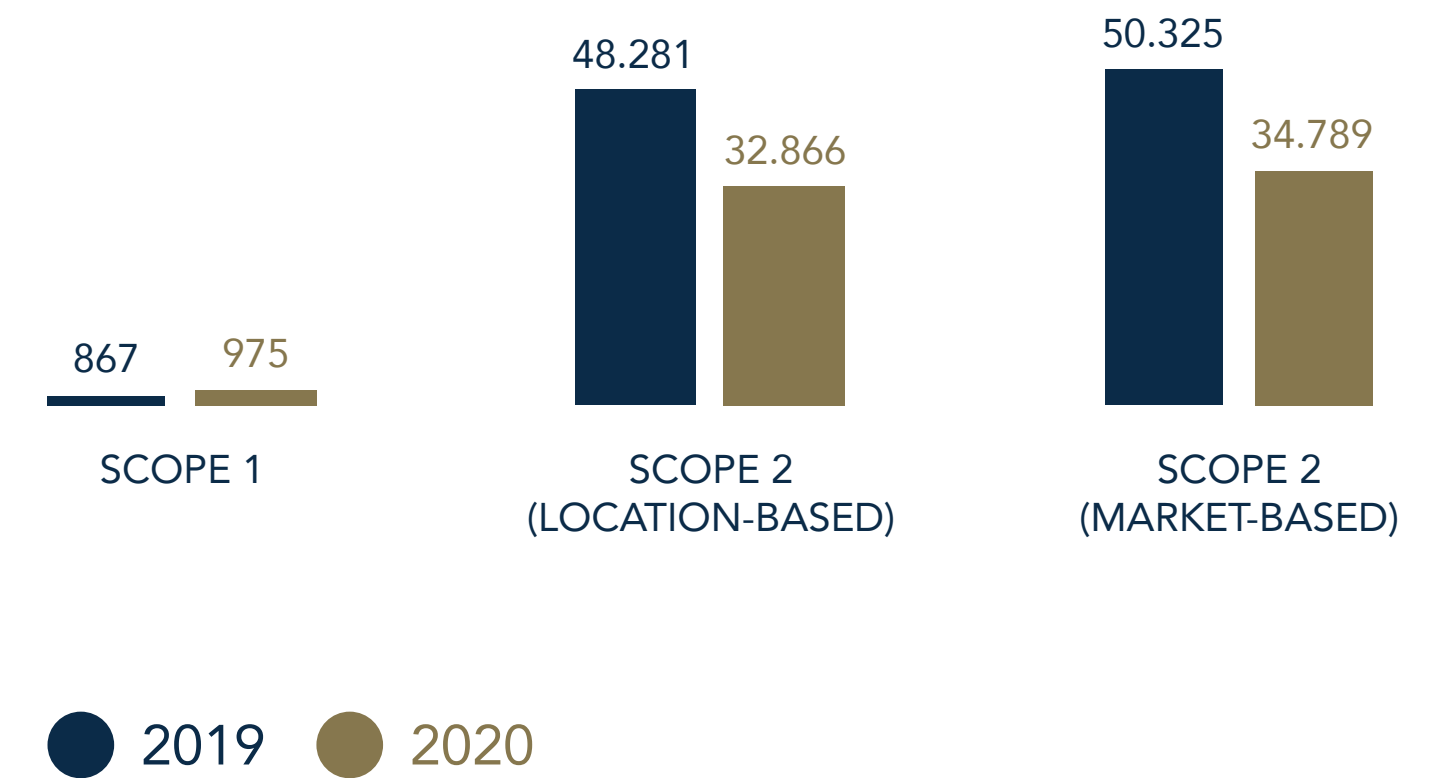
## Fund

PI III



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>67.731</b>	<b>70.706</b>
of which: electricity consumption	55.043	56.513
of which: fuel consumption	12.687	14.357

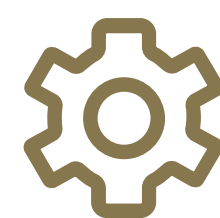
## Total greenhouse gas emissions Scope 1 and 2 (tons.CO2eq)



**899.898 kWh**  
of steam used in 2020  
(1.407.096 kWh in 2019)



**31%**  
of women on the total  
2020 (33% in 2019)



**893**  
total suppliers of which  
5.5% evaluated according  
to ESG criteria

**100%**  
of raw materials and process  
materials were classified  
as renewable in 2020  
(100% in 2019)

**10%**  
of employees in 2020 are  
aged 30 years old or under  
(10% in 2019)

**91%**  
of local suppliers in 2020  
(based in Italy)

**187.018 m3**  
of water consumed in 2020  
(184.362 m3 in 2019)

**7%**  
rate of new hires in 2020  
(13% in 2019)

**n. 0**  
environmental, human  
rights, socio-economic and  
corruption non-compliances  
identified in 2020



3.1.6

# Damiano





# Damiano

## (Italian Perimeter)

### Sector

Food & Beverage

### Activity

100% organic fruit processor and preparations

### Revenues 2020

46,9 mln € (of which 42,5 mln € Italian perimeter)

### Employees 2020

80 (of which 77 Italian perimeter)

### Fund

PI III

We produce organic nuts, delicious butters, fine chocolate-coated almonds and hazelnuts. And we do all this caring about your wellbeing and that of our planet. Sicily's wind, sea and sun are there to guide us, every day

Damiano Organic, founded by the Damiano family in 1964 and based in the province of Messina, is active in the dried fruit food sector, mainly with organic certification. The group in particular, whose majority of the capital is held by Progressio Investimenti III since 2019, deals with the processing of dried fruit and dried fruit-based products such as butters and creams, mainly almond-based. The group, which targets both the B2C channel (mainly operators and chains specializing in the organic segment and the major food distribution chains) and the B2B channel (companies operating in the food

industry), boasts a direct production presence in America and has an established presence in Europe, especially in France. The business model promoted by the company is strongly oriented towards sustainability: Damiano promotes a very careful management of the environment and natural resources, focusing on the organic segment and using tools aimed at minimizing environmental impact (e.g., photovoltaic systems) and is also committed to pursuing high social and governance standards. Damiano Organic has been B Corp certified since 2016 and is a Benefit Corporation since 2017.

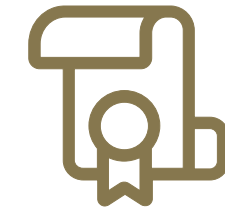
### ESG in brief



- Self-production of renewable energy
- Electricity purchased with guarantee of origin certificates
- Use of organic raw materials



- Presence of a Foundation to support employees
- 81% of employees hired with a permanent employment contract in 2020
- No injuries in 2020 (1 in 2019)



- B Corpartion
- Benefit Company
- Organizational model according to italian law 231
- Code of Ethics
- BRC FOOD Certificated
- IFS FOOD
- ISO 14001



# Damiano (Italian Perimeter)

**Sector**

Food & Beverage

**Activity**

100% organic fruit processor and preparations

**Revenues 2020**

46,9 mln € (of which 42,5 mln € Italian perimeter)

**Employees 2020**

80 (of which 77 Italian perimeter)

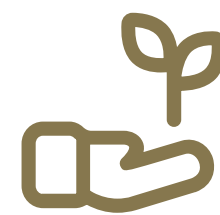
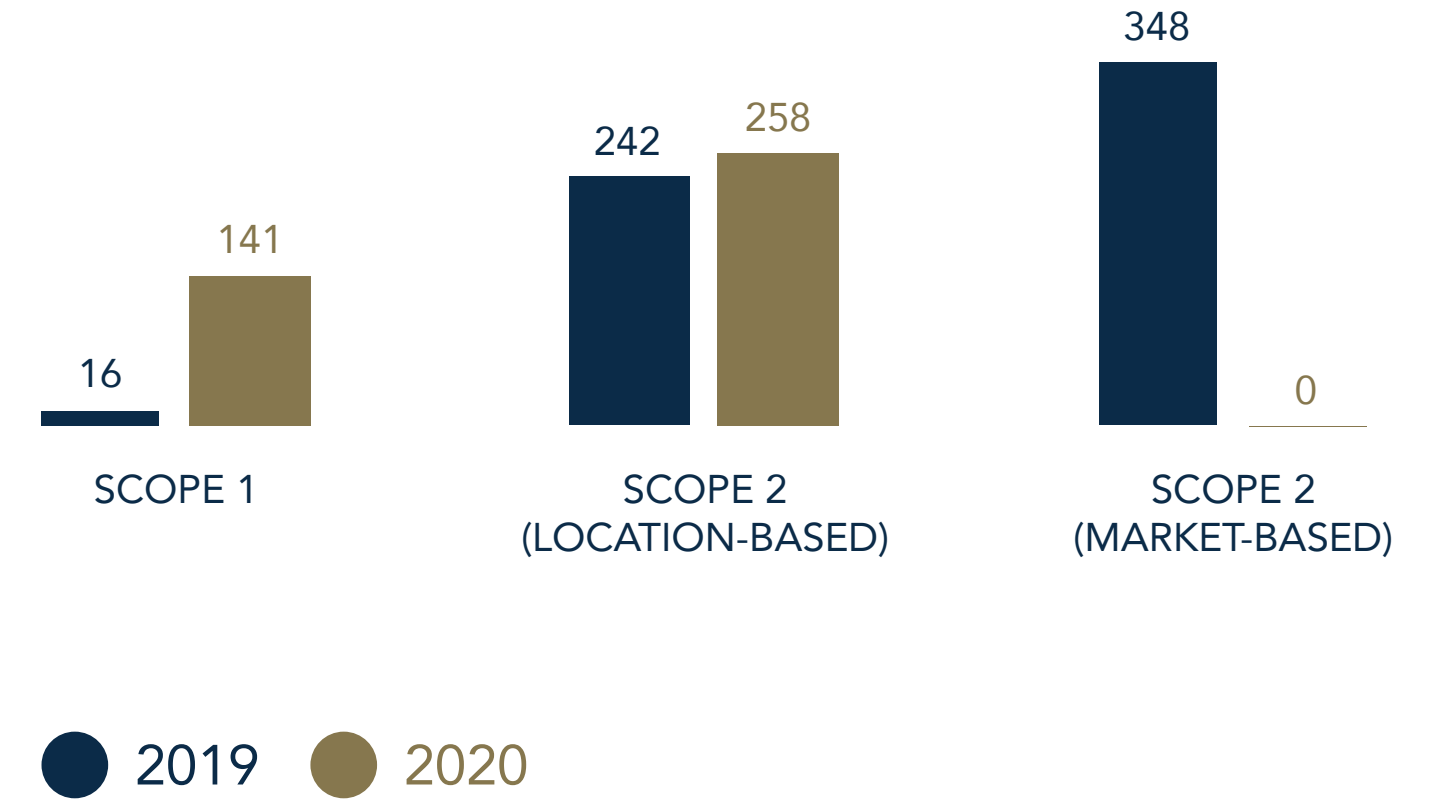
**Fund**

PI III



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>3.522</b>	<b>3.705</b>
of which: : electricity self-produced from renewable sources	720	734
of which: electricity purchased with certified renewable Guarantee of Origin	0,0	2.761

## Total greenhouse gas emissions Scope 1 and 2 (tons.CO2eq)



**100 tons.CO2eq** avoided for self-production of electricity and GO in 2020

**Over 70%** of raw materials purchased in 2020 were organic

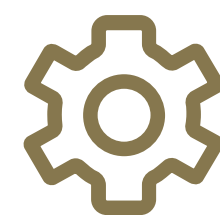
**1,5 l** of water withdrawn for every kg of dried fruit produced



**47%** of women on the total 2020 (49% in 2019)

**10%** of employees in 2020 are aged 30 years old or under (8% in 2019)

**12%** rate of new hires in 2020 (15% in 2019)



**148** total suppliers in 2020 (81 in 2019)

**86%** of local suppliers in 2020 (based in Italy) (84% in 2019)

**n. 0** environmental, human rights, socio-economic and corruption non-compliances identified in 2020



3.1.7

Polenghi



# Polenghi

## (Italian Perimeter)

### Sector

Food & Beverage

### Activity

Food dressing  
(lemon juiced based)

### Revenues 2020

74,9 mln € (of which  
48,3 mln € Italian perimeter)

### Employees 2020

(of which 104 mln €  
Italian perimeter)

### Fund

PI III



## Lemon Specialist: from field to the consumer, the best squeezed lemons

Polenghi Food, founded by Giancarlo Polenghi in 1976 and headquartered in San Rocco al Porto (LO), is a leading company in the food sector. Polenghi, in which Progressio Investimenti III holds a large minority stake since 2019, represents one of the main global players active in the distribution of lemon and lime juice for the condiment sector. The Polenghi family has always promoted a strategy, also through acquisitions, oriented towards internationalization that has led the company to achieve more than 90% of its turnover in more than 80 countries, with a particular important presence in the United States, France and the United Kingdom.

Today, the group has 4 production and several commercial subsidiaries in Europe and the United States and serves the major food distribution chains worldwide, both with its own brand and private label products. The company, which has always been attentive to sustainability issues, occupies a prominent position in the organic products sector and is strongly focused on the use of eco-friendly packaging technologies and solutions (R-P.E.T. containers, Bio P.E.T.). In 2019 Polenghi received the award "Best Sustainability and social welfare project" "RETAIL AWARDS 2019".

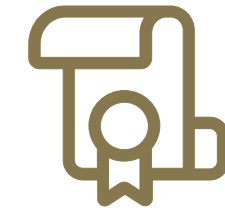
### ESG in brief



- Self-production of renewable energy through a photovoltaic system
- Use of organic raw materials
- Increases use of RPET



- Nearly 40% of employees are women (41% in 2019)
- Nearly 80% of employees hired with a permanent employment contract in 2020
- High rate of new hires in 2020 (25%)
- Adoption of a social policy



- BRC FOOD Certificated
- FDA
- Kosher
- IFS FOOD
- ISO 9001



# Polenghi (Italian Perimeter)

**Sector**

Food & Beverage

**Activity**

Food dressing  
(lemon juiced based)

**Revenues 2020**

74,9 mln € (of which  
48,3 mln € Italian perimeter)

**Employees 2020**

(of which 104 mln €  
Italian perimeter)

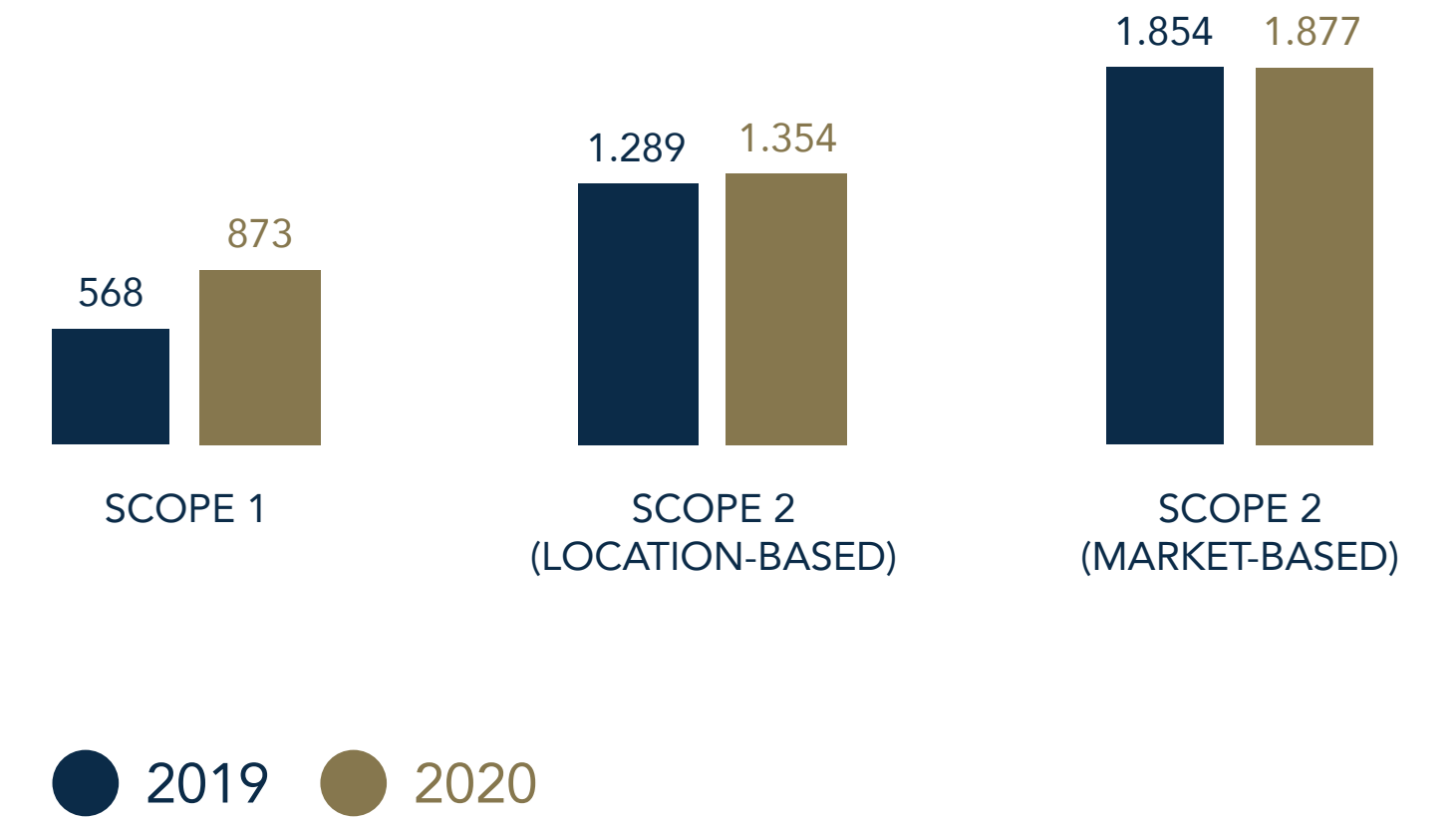
**Fund**



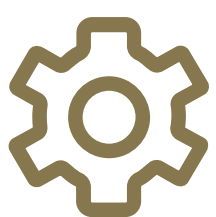
PI III



	2019	2020
<b>Total energy consumption (GJ)</b>	<b>22.904</b>	<b>27.736</b>
of which: : electricity self-produced from renewable sources	14.774	15.667
of which: electricity purchased with certified renewable Guarantee of Origin	8.130	12.070

## Total greenhouse gas emissions Scope 1 and 2 (tons.CO2eq)



	<b>156 tons.CO2eq</b> avoided for self-production of electricity and GO in 2020 (129 in 2019)	<b>Over 30%</b> of organic lemons purchased in 2020	<b>157.608 m3</b> of water withdrawn in 2020 (89.291 m3 in 2019)
	<b>13%</b> of employees in 2020 are aged 30 years old or under (16% in 2019)	<b>n. 2</b> workplace accidents in 2020 (3 in 2019)	<b>4,6 h</b> average hours of training per employee delivered in 2020 (12h in 2019)
	<b>399</b> Total suppliers in 2020 (455 in 2019)	<b>83%</b> Local suppliers in 2020 (based in Italy)	<b>n. 0</b> environmental, human rights, socio-economic and corruption non-compliances identified in 2020



3.1.8

# Interni





# Interni

## Sector

Fashion & Luxury  
(furniture)

## Activity

Integrated design  
solutions

## Revenues 2020

32,6 mln €

## Employees 2020

74

## Fund

PI III

## Improving the living environment means to improve the quality of life

Interni, founded in 1933 as a carpenter's workshop in Verano Brianza, in the heart of the furniture district, through its team of architects, interior designers, carpenters and fitters today offers a complete service to support the planning, design and furnishing of residential, commercial and office spaces. The company, whose majority of the capital is held by Progressio Investimenti III from 2019, supports the most renowned Italian and international brands of luxury furniture, representing for them a solid business partner and a trusted showroom

manager. In addition to operating through the Design Factory in Via Turati in Milan and two other multi-brand spaces in the historic locations of Verano Brianza and Bergamo, Interni directly manages 11 mono-brand spaces between Milan and London, where it attracts customers from all over the world looking for high-end Made in Italy solutions: over the years the company has carried out projects in all 5 continents, working in 169 countries and 1912 cities worldwide.

### ESG in brief



- No water consumption
- Energy efficiency measures related to the installation of LED lamps



- Half of the employees are women
- 96% of employees hired with a permanent employment contract in 2020 (92 % in 2019)
- No injuries in 2020 and 2019

# INTERNI



# Interni

**Sector**

Fashion & Luxury  
(furniture)

**Activity**

Integrated design  
solutions

**Revenues 2020**

32,6 mln €

**Employees 2020**

74

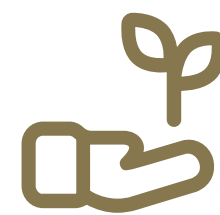
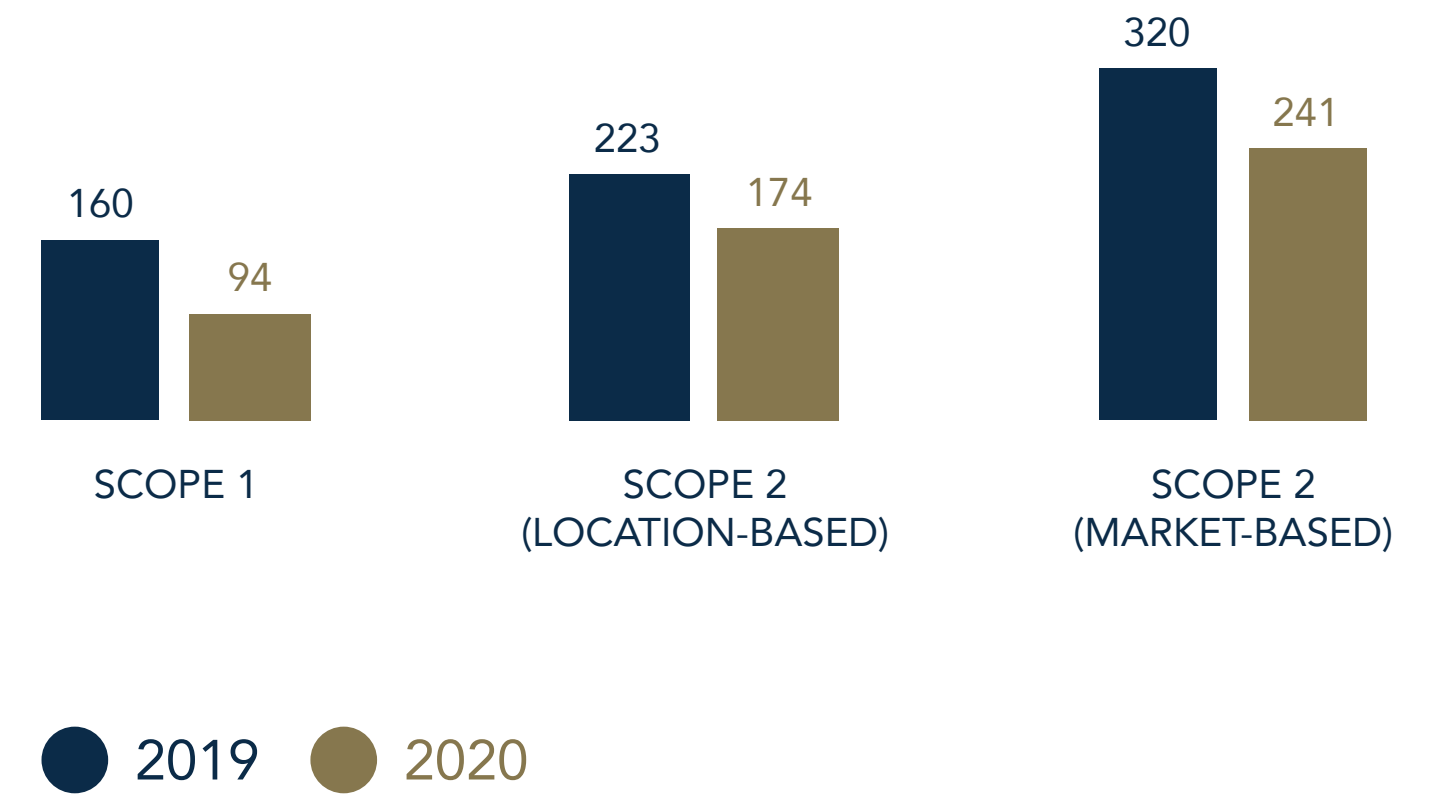
**Fund**

PI III

**INTERNI**

	2019	2020
<b>Total energy consumption (GJ)</b>	<b>4.924</b>	<b>3.313</b>
of which: : electricity self-produced from renewable sources	2.385	1.860
of which: electricity purchased with certified renewable Guarantee of Origin	2.539	1.453

**Total greenhouse gas emissions**  
Scope 1 and 2 (tons.CO2eq)



**267 tons.CO2eq**  
total GHG emissions in 2020  
(Scope 1 + Scope 2  
Location-based)

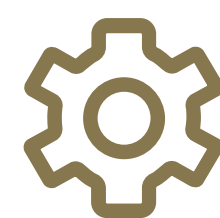
**1.719 m3**  
of water withdrawn  
and discharged in 2020



**12%**  
of employees in 2020 are  
aged 30 years old or under

**11%**  
rate of new hires in 2020

**8%**  
turnover rate in 2020



**30**  
total suppliers in 2020

**100%**  
Local suppliers in 2020  
(based in Italy)

**n. 0**  
environmental, human  
rights, socio-economic and  
corruption non-compliances  
identified in 2020



3.1.9

# Assist Digital





# Assist Digital (Italian Perimeter)

## Sector

Digital

## Activity

CRM services focused on digital transformation

## Revenues 2020

91,8 mln € (of which 77,8 mln € in the Italian perimeter)

## Employees 2020

1.811 (of which 693 in the Italian perimeter)

## Fund

PI III

**ASSIST**  
D I G I T A L

## Human and Artificial Intelligence. Together

Assist Digital, a company active in the digital sector and founded in 1996 by a group of industry managers, offers Customer Relationship Management (CRM) services focused on digital transformation. Through a multi-channel approach, and by combining human and artificial intelligence, the company - in which Progressio Investimenti III has held a significant minority stake since 2020 - has acquired an aim to improve the Customer Experience and business performance of its clients. The group provides its services using a structure of over 3000 people including employees

and consultants and has 15 offices, including competence centers on new technologies and operational centers involved in the management of customer operations (e.g., contact centers), located in several European countries and Tunisia. The approach of Assist Digital is characterized by a strong heterogeneity of skills, backgrounds and cultures. The group places at the center of its work the professionalism and the individual contribution of the people who are part of it, promoting their full involvement to develop a creative and positive working environment.

### ESG in brief



- Reduced energy consumption
- No fuel consumption



- Half of the employees are women
- Nearly 100% of employees hired with a permanent employment contract in 2020
- 38 average hours of training per employee



- ISO 9001
- ISO 18295

# Assist Digital (Italian Perimeter)

**Sector**

Digital

**Activity**

CRM services focused on digital transformation

**Revenues 2020**

91,8 mln € (of which 77,8 mln € in the Italian perimeter)

**Employees 2020**

1.811 (of which 693 in the Italian perimeter)

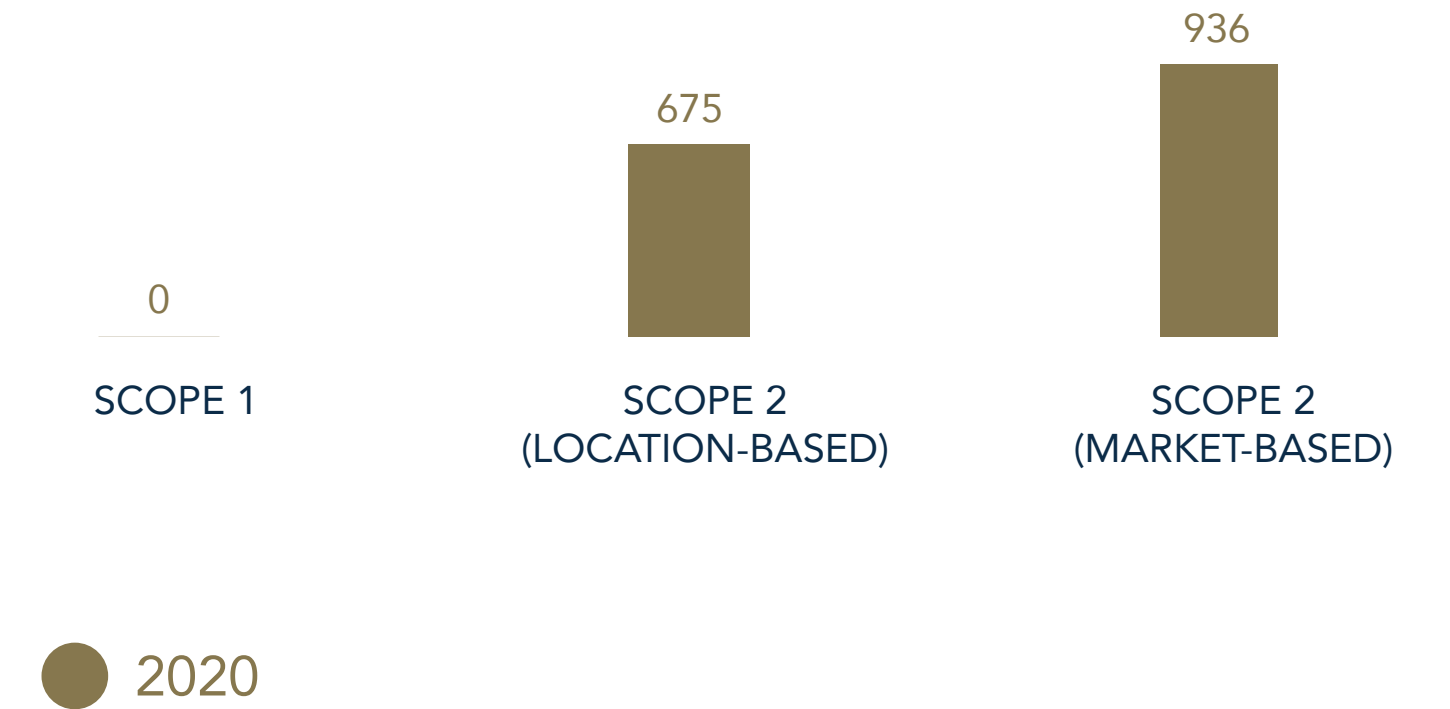
**Fund**



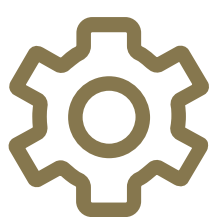
PI III



	2020
<b>Total energy consumption (GJ)</b>	<b>7.235</b>
of which: electricity consumption	7.235
of which: fuel consumption	0

**Total greenhouse gas emissions**  
Scope 1 and 2 (tons.CO2eq)



	<b>675 tons.CO2eq</b> total GHG emissions in 2020 (Scope 1 + Scope 2 Location-based)	<b>1,2 t</b> paper used in 2020 (average consumption per person of 0,7 t kg)	<b>2.023,4 m3</b> of water withdrawn and discharged in 2020
	<b>5%</b> turnover rate in 2020	<b>10%</b> of employees in 2020 are aged 30 years old or under	<b>10%</b> rate of new hires in 2020
	<b>429</b> Total suppliers in 2020	<b>92%</b> Local suppliers in 2020 (based in Italia)	<b>n. 0</b> environmental, human rights, socio-economic and corruption non-compliances identified in 2020



# Methodological note

This ESG Report represents Progressio's first edition of the document, and its main purpose is to communicate Progressio SGR's commitment to sustainability issues, as well as to represent the results in the ESG (Environmental, Social, Governance) area achieved by the portfolio companies and by Progressio itself concerning the 2020 financial year (from January 1 to December 31).

Specifically, the reporting perimeter is represented by Progressio SGR and the portfolio companies of the PI II and PI III funds: Giorgetti S.p.A., Garda Plast S.p.A., Save the Duck S.p.A., Gampack S.r.l., Gelit S.r.l., Damiano S.p.A., Polenghi S.r.l., Interni S.p.A. and Assist Digital S.p.A. The perimeter of each company was considered in its entirety, except Damiano S.p.A., Polenghi S.r.l., and Assist Digital S.p.A., for which only the Italian perimeter was considered.

The process undertaken to prepare the ESG Report, under the coordination of a working group, involved part of the fund's staff and individual companies, who actively contributed to the collection of data and information needed to prepare the document.

This comparison may not be fully meaningful given the particular nature of the year just ended, characterized by the Covid-19 pandemic.

In order, to measure its ESG performance and that of its portfolio companies, Progressio has adopted certain performance indicators defined by the "GRI Sustainability Reporting Standards - GRI Standards" published by the Global Reporting Initiative in 2016. The standards developed by GRI are among the most widely adopted models both nationally and internationally for non-financial reporting.

Consistent with the reporting standards established by the GHG Protocol, an organization's emissions are divided into three categories: Scope 1, Scope 2 and Scope 3 emissions.

Scope 1 includes all the company's direct emissions, i.e., those that occur physically within its perimeter and derive, for example, from the use of fuels for heating, energy production, the use of company vehicles or those used in production processes. These emissions are calculated by multiplying the amount of fuel used by the company by a specific emission factor, which makes it possible to express the consumption of the energy resource in tones of CO<sub>2</sub>eq emitted.

Scope 2 emissions include emissions resulting from the purchase of electricity used in company activities and are therefore considered "indirect". The physical production of these emissions is not under the direct control of the company, as it takes place outside its perimeter; at the same time, however, it is the company itself that uses the resource, being indirectly responsible for the emissions produced during the process of generating electricity. Starting from the same amount of electricity purchased from the national grid, these emissions are conventionally calculated using two different methodologies, which are called, respectively, location-based and market-based Scope 2 emissions.

The location-based approach calculates CO<sub>2</sub>eq emissions using an average emission factor that considers the national energy mix: the higher the share of renewable energies used by a specific country (for Progressio, Italy), the lower the associated emission factor. On the other hand, emissions calculated using the Market-based method refer to contractual agreements stipulated with the electricity distributor: a company can request certification that the energy it purchases comes from renewable sources, with Guarantee of Origin (GO) certificates. For this reason, the emissions in tons of CO<sub>2</sub>eq

5. The **Greenhouse Gas Protocol** (GHG Protocol) is a protocol arise in the late of the '90s and established as an international standard for the accounting of greenhouse gases, in consideration of the evolution of international policies on climate change. The GHG Protocol represents a reporting system aimed at organizations all over the world that provides tools and calculation methodologies to measure and quantify their own greenhouse gas emissions.

# Methodological note

according to this method are calculated using two different emission factors: the part accompanied by certificates of origin, i.e., produced using renewable energy, is multiplied by a factor of zero. The remaining part is multiplied by a factor called residual mix, which considers the fact that electricity comes from non-renewable sources.

The last category of emissions included in the GHG inventory is identified as Scope 3 emissions, which include all other indirect emissions, i.e., those associated with the company's value chain. This category of emissions was assessed only for Progressio SGR by including only emissions associated with the travel of the company's employees (by own car, train, or plane).

The following sources were used to calculate CO<sub>2</sub>eq emissions:

- Scope 1: DEFRA 2020.
- Scope 2 - Location Based: TERNA.
- Scope 2 - Market Based: AIB\_Residual Mixes.
- Scope 3: DEFRA 2020.

This document has not been audited by an independent third party.

At the date of publication of this Report, no significant events occurred in 2021, other than those already reported in the text.



