

SUSTAINABILITY
REPORT
FY 2023



**EXECUTIVE
SUMMARY**



LETTER TO STAKEHOLDERS

Up until now, being sustainable meant working in such a way to reduce, or even zero, our negative impact on the environment and society. Now, instead, we are required to move things up a gear: to have a positive impact, to strive to combat climate change and to seek to improve social equity by eliminating the gender gap and improving the wellbeing of our employees, suppliers, clients and the communities that interact with us.

As a market leader, we have the moral duty to show the way as well as highlighting a new mindset of doing business, now more than ever in these fragile times, when the effects of climate change have become especially intense and unpredictable.

“

This is the time to be bold and speed up our progress. We strongly believe that we are doing this every single day.

”

A handwritten signature in blue ink, appearing to read "Lauderholm", is written over a diagonal line that extends from the bottom left towards the top right.

WORLD OF RUFFINO

Tradition and innovation, flavor and sustainability: our entire world is encapsulated in each of the **+28 million bottles** of wine that we produce and sell.

37 labels, mostly from historic appellations in Tuscany, including Chianti, Chianti Classico and Brunello di Montalcino, in addition to Prosecco and Pinot Grigio from Veneto.

Since 2011 we have belonged to Constellation Brands, a US market leader in the beer, wine & spirits sector.



KEY FIGURES

4

Companies

Ruffino S.r.l., Tenute Ruffino S.r.l.
Società Agricola and Poderi Ducali S.r.l.
Società Agricola, CBET S.r.l.*

240

People

+1,200

Hectares of land

more of 585 are under vine

9

Estates

7 in Tuscany and 2 in Veneto

123,929,798

Euro

Value generated

by the Group in FY 2023

28,309,228

Bottles of wine

MARKETS SERVED

89

Countries¹

* Not included in the quali-quantitative data parameter of this report, net of the economic-financial data. For more information, see the Methodological Notes.

¹ For the Italian market, the Ho.Re.Ca and large-scale retail channels are included in the distribution channels, as well as direct channels.

BEING RUFFINO EVERYDAY

Dedication and passion:
we love what we do.
Established in 1887, our challenge
is to make products that are beautiful,
good and sustainable, renewing
the **values** shared by our people
in everything we do.



VALUES

PEOPLE FIRST

Respect
Inclusive environment
Teamwork and success
Helping the community

INTEGRITY

High ethical and moral standards
Always acting correctly

ENTREPRENEURIAL SPIRIT

Shared management
Promoting innovation
Responsibility
Fast and flexible implementation

CLIENT FOCUS

Understanding and anticipating
client needs
Exceeding expectations

FOCUS ON QUALITY

Passion for products
and commercial activities
Commitment to quality
Continuous improvement

RUFFINO CARES

Producing **good wine** is what we do and means making taste, culture and fostering the pleasure of being together.

Ruffino Cares is the core of our sustainability strategy. Its **four pillars** permeate the business model and represent a constant drive to improve the Group's production processes and offering.

On this basis, we are working hard to become a "Brand of Purpose" by 2025. This ambitious goal is an answer to consumers increasingly in search of sustainable products that come from a responsible production chain.



ENVIRONMENTAL AND PRODUCTION SUSTAINABILITY

Protect the environment and its biodiversity through the use of sustainable practices, converting to organic, adopting precision viticulture and the informed use of resources, adjusting to climate change through innovation and digitalization for a better informed protection of environmental resources and the land.

RESPONSIBLE DRINKING

Encourage responsibility and moderation in drinking through recreational and educational campaigns aimed at providing information about the harm caused by alcohol abuse and the sociocultural value of responsible drinking.

DIVERSITY AND INCLUSION

Encourage an inclusive culture characterized by a diversity of backgrounds and mindsets, which reflects our consumers and the communities in which we live and work, and to which we all feel we belong.

COMMITMENT TO OTHERS

Support local communities through initiatives aimed at local excellence, associations, the weakest members of society and those in need.

WINE AND SUSTAINABILITY: COMMUNICATION CREATES VALUE

In November 2022, we received the Premio Gavi “La buona Italia 2023” for our communication of sustainable wine. Ruffino was awarded for its ability to communicate its “green heart”: spotlighting, clearly and with the right emphasis, environmental protection, responsible drinking, giving back activities, responsibility and company welfare, and combating gender inequality.

Sustainability lies at the heart of our development strategy. Effectively communicating our commitment within the industry is an important goal as it enables us to establish ourselves as **promoters of sustainable growth** and as it helps to create a culture of widespread and shared sustainability.



ACTION AREAS



ENERGY
EFFICIENCY



CONVERTING
COMPANY VEHICLES
TO ELECTRIC



PREVENTING
POLLUTION



PRESERVING
BIODIVERSITY



RENEWABLE
ENERGY



SUSTAINABLE
AGRICULTURE



MANAGING
WATER



HEALTH
& SAFETY

INVESTMENTS

FY19 794,924 €

FY20 932,795 €

FY21 794,664 €

FY22 1,990,505 €

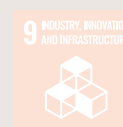
FY23 1,790,023 €

FY24 2,128,550 €

FY25 2,109,000 €

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

- 3.5** Strengthen the prevention of the harmful use of alcohol
- 5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 6.3** Improve water quality
- 6.4** Increase water-use efficiency
- 7.2** Increase the share of renewable energy in the energy mix
- 8.2** Diversify, innovate and upgrade for economic productivity
- 8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.8** Protect labour rights and promote safe and secure working environments for all workers





12.2 Achieve sustainable management and the efficient use of natural resources

12.4 Achieve the environmentally sound management of chemicals and all waste throughout their life cycle and significantly reduce their release to air, water and soil

12.5 By 2030, substantially reduce waste generation through prevention, reduction and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle



13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters



15.1 Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species



17.6 Intensify the global partnership for Sustainable Development, assisted by multilateral collaborations that develop and share knowledge, skills, and technological and financial resources to achieve the Sustainable Development Goals in all countries

A ROADMAP FOR INCLUSIVE AND SUSTAINABLE GROWTH

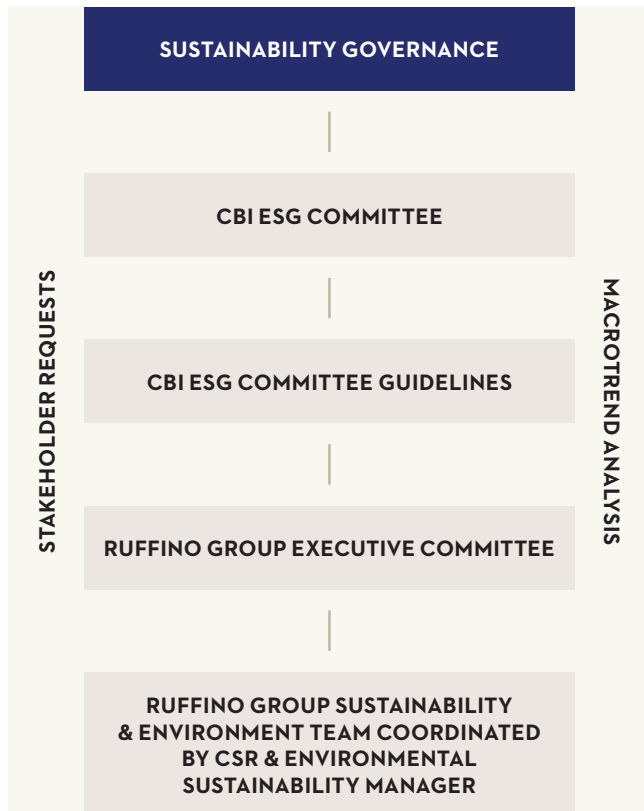
We always strive to maintain a balance between our financial, environmental and social goals while conducting our business.

MATERIAL TOPICS COVERED

- Business Growth

SDGs





The CBI ESG Committee issues the strategic guidelines for the Group.

The **Executive Committee** defines the Group's specific ESG priorities, applying the sustainability guidelines locally and is tasked with monitoring the risk protection and status quo.

The **Sustainability & Environmental Team** executes the guidelines set out by the Executive Committee.

RESULTS

98%
Economic value
generated
distributed to stakeholders

Diversity & Inclusion
PDR125/22 gender equality certification
in FY23

**Code of Conduct
and Ethics**
updated in May 2023

100%
Board members
trained in anticorruption topics

73%
Employees
trained in anticorruption topics

LOOKING AFTER THE LAND, AT THE ROOT OF VALUES

We strive to preserve the environment by adopting a production system that safeguards the history of places and the biodiversity of the soil. We are committed to implementing a production cycle that includes reducing our environmental footprint.

MATERIAL TOPICS COVERED

- Energy management
- Water management
- Preserving biodiversity, soil management and ground use
- Mitigating and adapting the vines to climate change

SDGs



100% Organic

all our estates will be organic
as from the 2024 grape harvest

100% Sites

SQNPI (Integrated Production
Quality System) certified

100% Estates

Biodiversity Friend certified

Converting to organic and organic vineyard management

In FY 2019, following the natural evolution of the practices implemented in estate management, we structured and defined an organic conversion process in Tuscany that aims for 100% organic production by FY 2025.

Continuous **monitoring** has been essential to ensure the required protection of the vineyard against disease and parasites. The use of cultivation methods with a reduction in chemical products required the use of **specific agricultural machinery** and **timeliness in operational choices** to guarantee maximum efficiency and a minimum impact on the land.

The principles on which organic production are based are:

- no herbicides;
- organic manure;
- protection against the main vine diseases using solely copper, sulfur and products of natural origin;
- alternative means for the fight against the main insects, including the “sexual confusion” technique.

Precision and combating waste: rational water use

Water availability and its responsible use are key issues for the wine industry. All our production processes require the use of water and we are aware of its value as an invaluable and limited resource.

Investments, technology, innovation and continuous monitoring are the pillars of our water management policy that aims to reduce waste and overcome the challenges of climate change.

A network of sensors enables us to check the actual needs of the vines and to conduct drop irrigation, which optimizes water use, allowing 50% savings of the water usually used, and ensures that the needs of the plants are met.

While a precision irrigation system is already 80% functional on our estates in Veneto, the systems are being strengthened in Tuscany, which will result in a gradual and sizable increase in the irrigated surface areas.

60% of the irrigation network in the Tuscan vineyards will be powered by rainwater by 2025. Three rainwater collection basins are already operational and three more will be implemented in the coming years.

RESULTS

100%
Sites

in the group are ISO 14001 certified

100%
Estates

have precision irrigation systems

61%
Supplies

sourced from local suppliers

100%
Suppliers

involved in the process

3
Treatment plants

for wastewater

3
Wetlands

constructed

22
Beehives

on our estates

Electricity

from renewable sources

100%

in Ruffino S.r.l.

49%

in Tenute Ruffino

-35.5%
Waste

produced vs. FY 2022

-300 ton
Glass used

compared to the previous year





BUILDING A SHARED FUTURE

Our work is inextricably **linked** to the land, its history and future. We develop lasting connections in the local area with our **people, suppliers, clients** and **community**. With this dialog, we build a **shared** and **sustainable future**.

MATERIAL TOPICS COVERED

- Employee health and safety
- Customer care and satisfaction
- Product safety and quality
- Made in Italy and tradition

SDGs



Ruffino and knowledge sharing

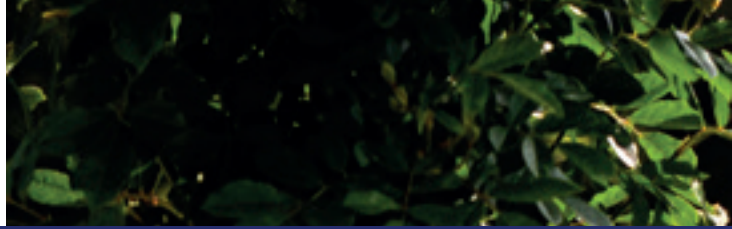
Being present and involved in the activities of local higher education institutes is a privilege and an opportunity. The interaction among students, academics and the company has proven – and continues – to be a source of mutual learning and enrichment.

We open our doors to students from various faculties with the aim of sharing our hands-on experience as well as theoretical notions. We are especially proud of the following collaborations:

- The Master VENIT Viniculture and Enology of the University of Piacenza benefitted from the expertise and know-how of our agronomists.
- The Master Vinifera of the University of Milan was hosted for a week at our Poggio Casciano estate for the Sustainable Viticulture course.
- A student as part of the UIV and University Ariel di Samaria (Israel) agreement did a week's internship at our estates.
- The Master's in Marketing and Sustainability Communication organized by Oregon University held a lesson at our Poggio Casciano estate.
- Ruffino Ambassador Company of Wine in Moderation, an association based in Brussels that promotes a responsible drinking culture.

In the future, we intend to intensify these important and productive relations with scholars and future operators in our field of knowledge and business.





RESULTS

STAFF

100%
Employees
covered by CCNL²

1,940
Hours
of training in FY 2023

8.1
Average hours
of training per employee

100%
Productive
sites
ISO 45001:2018 certified in 2021

COMMUNITY

~123,000 Euro
Contribution
to the local community

81%
Senior managers
hired from the local community³

Support
for Mia.Di
for Florence's children's hospital
Meyer

² Ruffino S.r.l.
· CCNL Alimentari Industria e Dirigenti Azienda
Industria
· Second-level stipulation, which covers 100%
of employees with a Alimentari Industria contract,
apart from the directors

Tenute Ruffino S.r.l. and Poderi Ducali S.r.l.
· CCNL Operai Agricoli (integrated by Contratti
Collettivi Territoriali in the Florence, Prato, Siena
and Venice provinces)
· CCNL Impiegati Agricoli, CCNL Dirigenti
Agricoltura.

CONSUMERS

Ambassador
Company
of Wine in Moderation

55
Hours
of training on HACCP,
food defense, food legislation
and labeling in 2023

>400,000 Euro
Invested
in improving quality processes
in the last two years

³ The senior manager category consists
in directors and managers. By the local
community, we mean Tuscany.





TARGETS



EMISSIONS

Scope 1 and 2 greenhouse gas emissions

FY 2025: -15%

FY 2030: -50%

FY 2050: carbon neutral in line with the EU's sustainable goals

WATER

Reducing water use by product unit

FY 2025: +25% recycled water

SUPPLY CHAIN

100% organic certified or sustainable supply chain by 2027

PACKAGING

100% FSC certified paper and cardboard by 2025

100% PFSC certified wood by 2028





CANTINA
ALTINO

For queries, please contact:
thomas.blasi@ruffino.it

Our report is certified by:



The document was printed on
Nautilus paper, 100% recycled,
FSC certified.



RUFFINO S.R.L.

Piazzale I.L. Ruffino, 1
50065 Pontassieve (FI) - Italia
www.ruffino.it