










DēLonghi Group
Sustainability Plan

De' Longhi Group Sustainability Plan's initiatives

Initiative	Description	Target Year End	Baseline	Target Value	Scope
Minimization of waste sent to landfill	 Minimization of waste sent to landfill generated by all production plants	2025	93% of waste reused, recycled or recovered (2022)	97% of waste reused, recycled or recovered	All production plants
Products refurbishment	 Refurbishment of commercial returns and DOA (Dead on Arrival) in Europe	2026	N/A	3 key product categories covered by a pilot project	Fully automatic coffee makers, coffee pumps, kitchen machines
Safe environment	 Assure the highest standards in terms of health and safety by implementing ISO 45001 certified H&SMS in the Group plants	2027	2 out of 7 plants will be ISO: 45001 certified (2023)	100% Group's plants certified ISO 45001	All production plants







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Submission of SBTi targets and definition of a carbon reduction plan	 Submission of SBTi Targets covering Scope 1, Scope 2 and Scope 3 emissions and definition of an emissions reduction strategy	2025	-	On/off	De' Longhi Group and its value chain
	 Increase the use of electricity coming from renewable sources (both self-produced and purchased) in production plants	2024	53.8% of renewables electricity used from Group plants (2022)	100% of renewables electricity used from Group plants	All production plants
	 Energy efficiency interventions aimed at making adjustments and/or implement new solutions in order to reduce the energy consumption of the plants/offices	0.1 KWh consumed per testing (2022)	2027	0,06 KWh consumed per testing (40% energy consumption reduction)	Fully automatic coffee makers
		0.034 KWh per machine calibration (2022)		0,017 KWh per machine calibration (50% energy consumption reduction)	Fully automatic coffee makers
		6.7 kWh = total energy consumed / no. Pieces produced (2022)		Reduce the energy intensity per unit produced	All production plants
	 Deliver activities/training, promoting healthier behaviors and a zero-waste approach inside and outside the company	2024	-	Travel policy review and cost analysis of employees travelling between offices or sites promoting car sharing and video conferencing	De' Longhi Group
		2027	16% of electric and/or hybrid vehicles (2022)	100% of electric and/or hybrid vehicles in company car fleet	De' Longhi Group







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Initiative	Description	Target Year End	Baseline	Target Value	Scope
Gender equality	 Increase in the number of women in senior managerial positions	2028	25% (2022)	30%* of women in senior managerial positions	De' Longhi Group
External communities impact	 Delivery of educational guidance programs to high school students with a specific focus on STEM for women	2025	N/A	On/off	De' Longhi Group
Employees' wellbeing and development	 Take care of the development of our People, with a global training Program	2026	2020-2022: 70% of involved employees on average	80% of involved employees on average in the three-year period (2024-2026)	De' Longhi Group
	 Define and implement a global approach and a communication plan on a new way of working	2026	A new Remote Working policy (July 2022) was launched together with new contents like emotional wellbeing and each year a survey to monitor satisfaction with work life balance	Improvement of work-life-balance year by year, measured through a specific survey	De' Longhi Group

*The sustainability of the above achievements is to be considered with +/- 1% acceptable variance and is subject to Company Growth Rate, Company turnover on Manager A position, Promotion & Hiring trends.



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Reduction of products' environmental impact	 Responsible Product Development: integrate Eco Design approach into product development and prioritize the design strategies through LCA when relevant	2028	10 Pilot projects assessed with Eco Design Guidelines (w/o LCA) (2023)	100% newly developed products	All new** products
	 Improve the longevity, water and energy efficiency of the products by providing scheduled maintenance services and comprehensive support for facilitating repairs.*	2026	N/A	Pilot project on Fully automatic coffee makers in one selected EU country (TBD)	Fully automatic coffee makers
	 Focus on recycled materials in order to increase the circularity and sustainability of new** and/or revamped products	2025	N/A	Incorporate recycled material in new** products (e.g. metals)	New** products (where applicable)
		2027	N/A	Incorporate 30% of recycled plastic over the total plastic used***	New** products launched by 2027
	 Focus on product energy efficiency projects in order to let products become a true instrument to enable consumers tackle climate change	2026	100% of fully automatic coffee makers are classified as class A 62% of coffee pumps are classified as class A (2023)	All new** fully automatic coffee makers and coffee pumps in the EU market at least in energy efficiency class A	Fully automatic coffee makers, coffee pump
		2026	N/A	Increase the energy efficiency of all new projects versus the previous generation	New** products (where applicable)

**new products and new projects as defined by Group New Product Development (GNPD) internal procedure.

*** excluding food-contact plastic






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Reduction of packaging's environmental impact	 Reduction of packaging environmental impact	2026	-	Reduction up to 20% of kg CO ₂ per unit on pilot projects	Selected products
	 Increase the percentage of products with Expanded Polystyrene free packaging	2024	65% (2023)	70%	All sold products
		2028	65% (2023)	90%	
	 Increase of the number of products with digitalized user's manuals	2024	15% (2023)	25%	All sold products
		2025	15% (2023)	50%	
Inclusive products guidelines	 Develop and implement guidelines for product inclusiveness. Inclusive design may address accessibility, age, culture, economic situation, education, gender, geographic location, language, and race.	2025	-	One pilot project	De' Longhi, Kenwood and Braun Brands
Enablement of healthy and sustainable lifestyles	 Definition of a Group-level strategy aimed at raising consumer awareness on responsible products & resource usage, healthy and sustainable food and food waste.	2026	N/A	On/off	De' Longhi, Kenwood, Braun, Nutribullet and Ariete

**new products and new projects as defined by Group New Product Development (GNPD) internal procedure.



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Water efficiency	 Carry out a preliminary water footprint assessment	2026	N/A	On/off	De' Longhi Group
	 Water efficiency interventions aimed at making adjustments and/or implement new solutions in order to reduce the water consumption of the plants/offices	2027	0.6 l per testing in 2022	0,3 l per testing (50% water reduction consumption)	Fully automatic coffee makers
Biodiversity risk assessment	 Carry out a biodiversity risk assessment on Group's plants aimed at assessing the impacts of our operations on biodiversity.	2026	N/A	On/off	Production plants

