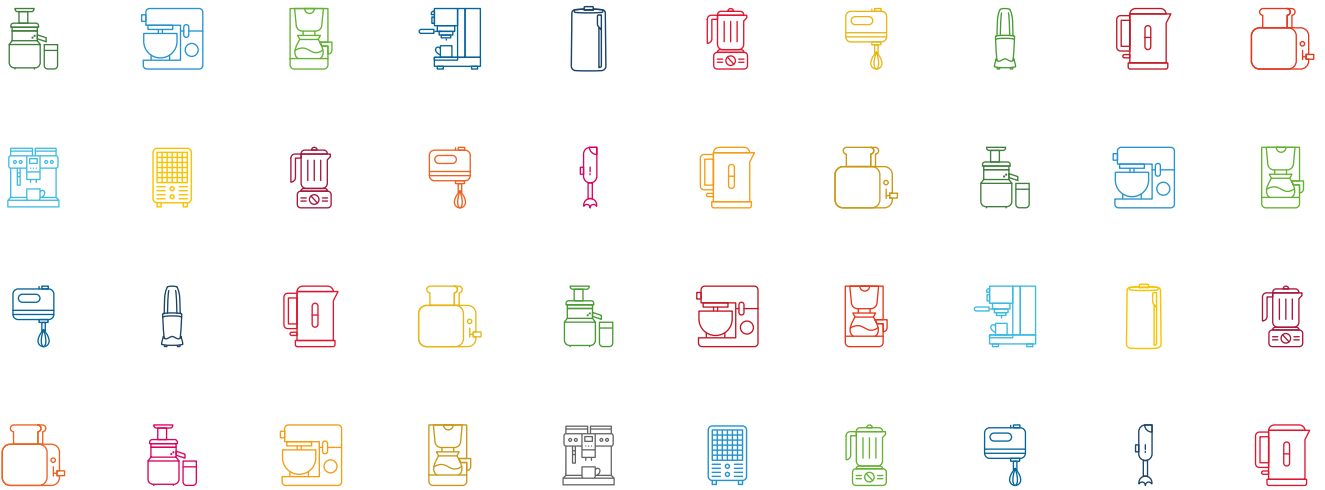
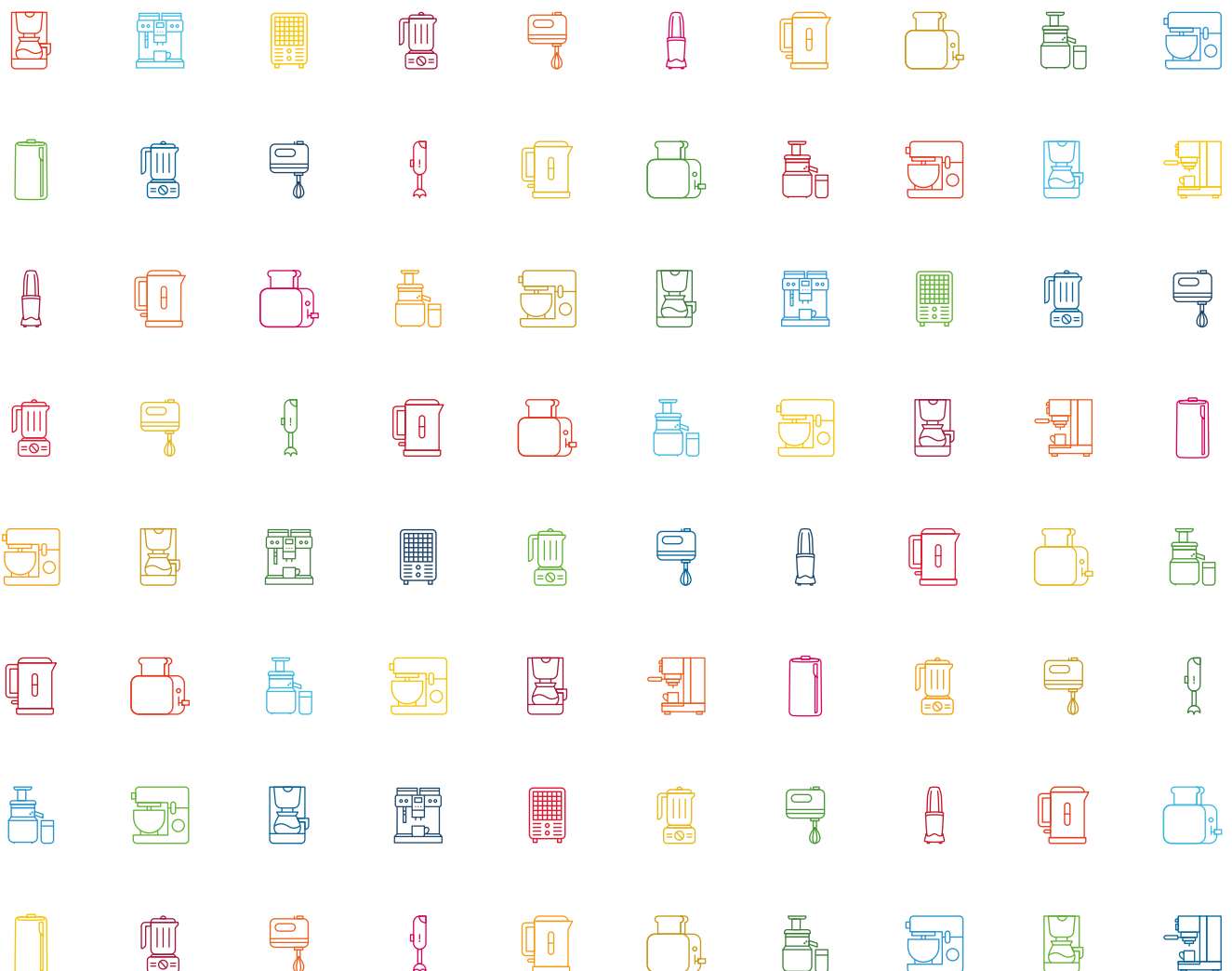


DēLonghi Group



switch  on
a responsible day



DēLonghi Group



switch On a responsible day

How many times have we wished there was a button or switch, that we could push to change our surroundings? We work hard to insert that button in every product made by De' Longhi Group. It is the button you push when you make coffee with one of our machines, or the one you push on the household appliances that accompany us day-after-day towards a more sustainable future.

That same button exists within each of us and lights up our social conscience, our sense of responsibility towards others, and our desire to work well in order to live better.

Now is the time for change and the De' Longhi Group wants to be a facilitator of conscious choices, and an enabler of responsible behavior. Because like all things, sustainability is a routine.

And even a set of small gestures can make a difference.

So let's light up the future together,
SWITCH ON A RESPONSIBLE DAY.

A responsible day
with a **new governance**
of sustainability

De' Longhi Group is ready to make the difference by contributing to the global efforts to ensure a sustainable future. Following the draft of the first Sustainability Report in 2017, the Board of Directors appointed in 2019 an internal Committee to oversee the sustainability initiatives and activities. In the same year the Group identified its 3 Sustainability pillars:

Products, Processes, and People.

A turning point in the journey of the Group is represented by the inclusion of Sustainability in the Medium Term Plan 2021-2023 as key enabler of our sustainable success.

A commitment is in place, and now we are looking forward to doing great things together.



Control and Risks, Corporate Governance and **Sustainability Committee** (at BoD level).

- > Has preliminary, propositional and consultative functions on the subject of Sustainability.



Sustainability **Steering Committee**.

- > Supervises the evolution of Group Sustainability.



Group Sustainability Manager.

- > Manages the Group Sustainability.



3 Focus Groups: on products, processes and people.

- > Supervise / implement the projects included in the Sustainability plan.

our pillars

switch On products








We are Everyday Makers. For us, innovation means research to improve materials, product durability and energy efficiency, as well as the development of technology that enables and promotes a healthy lifestyle for our consumers. Every De' Longhi Group product is conceived, designed and manufactured to improve the lives of those who choose it because responsible production must, first of all, keep people at the centre.

Improvement means more than making daily life easier and more comfortable; it means that neither the environment nor future generations should bear the weight of those improvements. Because today is already tomorrow.

products

initiatives

AREA	INITIATIVE	TARGET VALUE	TARGET YEAR
Circular economy 	Focus on recycled materials in order to increase the circularity and sustainability of new and/or revamped products	Incorporate recycled material in all new products	2025
		30% of recycled plastic over the total plastic used in new products	2027
Sustainable products 	Carry out Life Cycle Assessments in order to obtain detailed information about the overall impacts our most iconic products have on the environment	Eco-Design Guidelines to be applied to all product phases, from conception and design drafting to approval and after sale Adoption of Eco-Design Guidelines	2023
		One product per main category covered by LCA	2024
Fight against climate change  	Focus on product energy efficiency projects in order to let products become a true instrument to enable consumers tackle climate change	Continue to develop products with a focus on energy efficiency Develop Eco features for increased consumer usage	2025
		Improve the environmental performance of our packaging	2024
Sustainable packaging 	Increase the circularity and sustainability of packaging , by developing solutions that deliver a lesser impact degree, also by digitalizing product user's manuals in order to replace paper sheets from product packaging	70% of products with EPS free packaging	2024
		50% of products with digitalized user's manuals	2025

our pillars

switch n processes








PROCESSES ARE VALUE IN PROGRESS

The De' Longhi Group is committed to managing resources responsibly and efficiently, actively contributing to the fight against climate change, promoting sustainability with suppliers and fostering sustainable lifestyles and education to all stakeholders. At the same time, our priority is to guarantee unwavering respect for human rights and working conditions at every stage of production, helping the communities in which we operate to prosper. Our attention to the environment and social impact never stop, just as the value chain does not. A chain that for the De' Longhi Group, closes in on itself to become a virtuous circle throughout the production process.

processes

initiatives

AREA	INITIATIVE	TARGET VALUE	TARGET YEAR
	Develop a GHG Inventory in line with the major international standards to identify areas of intervention to reduce GHG emissions	Complete the enlargement of the GHG inventory to Scope 3	2023
	Increase the use of electricity coming from renewable sources (both self-produced and purchased)	100% of electricity used at Group's plants by renewables	2025
Fight against climate change			
 	Reduce our GHG emissions (Scope 1&2)	GHG emissions reduction (Scope 1&2) of 42% (aligned with SBT methodology)	2030
	Energy efficiency interventions aimed at making adjustments and/ or implement new solutions in order to reduce the energy consumption of the plants/offices	Reduce the energy intensity per unit produced	2024
	Foster environment protection and management at plant level by introducing ISO 14001 certified EMS in all Group's plants	100% Group's plants certified ISO 14001	2022
Safe environment			
 	Assure the highest standards in terms of health and safety by implementing ISO 45001 certified H&SMS in the Group plants	100% Group's plants certified ISO 45001	2027
	Drafting of the: i) Supplier Code of Conduct , which describes the Group's ethical, social, and environmental requirements when engaging with a supplier and of the ii) Responsible sourcing guidelines , which contains the Group's ethical, social, and environmental requirements on the basis of which the Purchasing Dept. evaluates the suppliers	Adoption of the Supplier Code of Conduct and of the Responsible Sourcing Guidelines	2022
Responsible supply chain			
		Monitoring of suppliers' social, environmental and H&S performance	2023

our pillars

switch n






people



PEOPLE ARE OUR POWER

Our power lies in people. The ones who work within the Group and those who choose - or will choose - our products. We produce innovative and environmentally friendly products to help our customers develop their potential in everyday life. And we create a stimulating work environment to attract, motivate and develop the potential of our individuals. A safe and healthy place animated by ambition, but also by passion, competence and the desire to work as a team, respecting the diversity and potential of each individual. We also invest actively in projects and actions to support the local communities we operate within and to help them grow and prosper. We keep our humanity alive, which is a renewable and inextinguishable resource.

people initiatives

AREA	INITIATIVE	TARGET VALUE	TARGET YEAR	
Fight against climate change  	Deliver activities/training, promoting healthier behaviors and a zero-waste approach inside and outside the company	Engage and raise awareness of our people and the local communities regarding good habits for the environment, a concrete action to fight the climate change	2023	
		Reducing the environmental impact of our travel policy by analyzing the cost of employees travelling between offices or sites, promoting car sharing and holding meeting through video conferencing	2024	
		100% of electric and/or hybrid vehicles in company car fleet	2027	
Safe environment  	Reinforce and enhance a shared health and safety culture across the Group	Drive individual behaviours through training, communication and health and safety initiatives	2023	
		Adoption of a Policy on diversity and inclusion	2023	
Wellbeing and inclusion 	Design a new Diversity, Equity and Inclusion approach to empower the uniqueness of our People at global level	Recognize, understand and celebrate every individual uniqueness, by creating and sustaining a culture where differences are valued and respected	2023	
		Increase the % of women in all managerial positions	2025	
		Define and implement a global approach and a communication plan on a new way of working	Increase the level of work-life balance measured through a specific survey, year by year	2024
		Design a new volunteering and donations approach to strengthen the impact on our communities at global level	Adoption of Charity Guidelines	2023
	Take care of the development of our People, with a global training program	Increase the average training hours per employee every year	2023	



SUSTAINABLE PACKAGING

Reduce the environmental impact of packaging in our processes and operations and in our final products.



SUSTAINABLE AND INNOVATIVE PRODUCTS

Develop innovative and sustainable products by integrating environmental criteria in the design process to minimize product impacts related to sourcing, manufacturing, distribution, usage and end of life.

A responsible day with our commitment in 8 points



CIRCULAR ECONOMY

Promote a model based on the use of renewable materials and the reduction of consumption within our value chain, from product design and supply chain, through our plants and distribution network, to product use and end of life.



FIGHT AGAINST CLIMATE CHANGE

Contribute to the fight against climate change through low carbon and energy efficient products, gradual decarbonization of processes and by raising people's awareness on the issue.



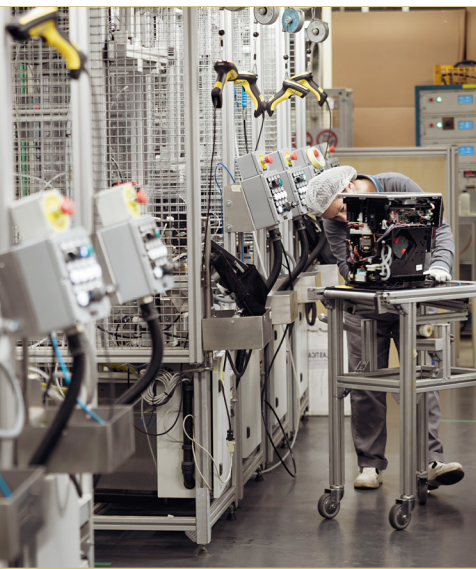
RESPONSIBLE SUPPLY CHAIN

Spreading our sustainability ideals throughout our supply chain, promoting environmental responsibility to our suppliers and encouraging virtuous behaviour in their production.



SAFE ENVIRONMENT

Ensure a safe workplace for our people and promote health & safety and environmental protection culture in our operations.



SUSTAINABLE LIFESTYLE & EDUCATION

Raise awareness and promote Sustainable lifestyles and education to all our stakeholders (DL people, Communities and Consumers), also leveraging on the sustainable value enabled by our products within coffee, kitchen and comfort areas.



WELLBEING AND INCLUSION

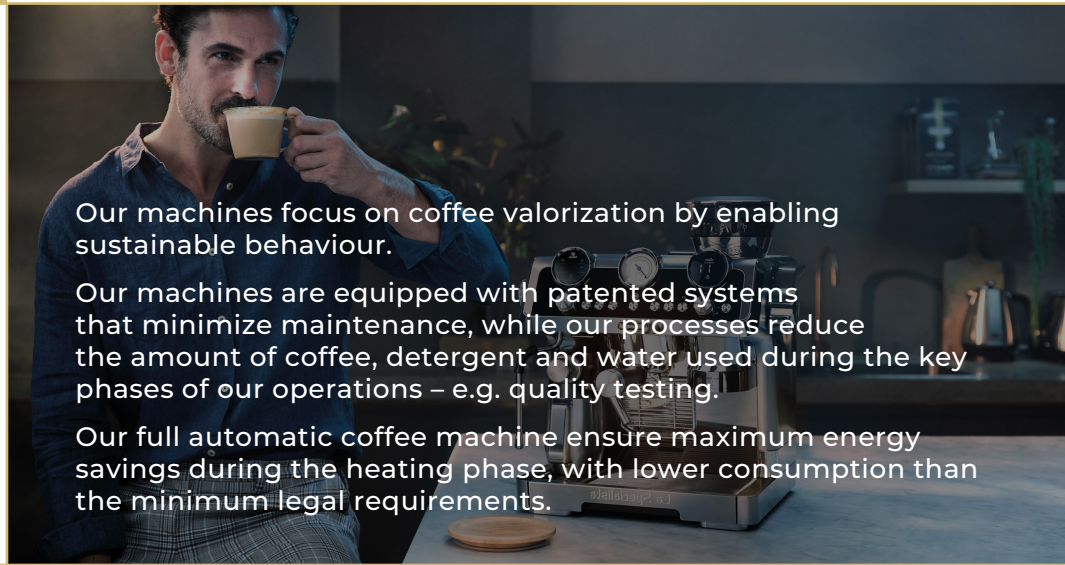
Inspire a new idea of sustainability for people, with health and wellness as a core value and foundation pillars in building a better community, inside and outside our Group.

A responsible day
with sustainable values
embedded within our products

Whoever chooses the variety offered by De' Longhi Group also makes a sustainable gesture, as every product in our categories encompasses high inherent value for people as well as the environment.



good
coffee



Our machines focus on coffee valorization by enabling sustainable behaviour.

Our machines are equipped with patented systems that minimize maintenance, while our processes reduce the amount of coffee, detergent and water used during the key phases of our operations – e.g. quality testing.

Our full automatic coffee machine ensure maximum energy savings during the heating phase, with lower consumption than the minimum legal requirements.



good
kitchen



Our products aim to enable a healthier and more sustainable nutrition and lifestyle.

Our food processors, kitchen machines and hand blenders make it easier to prepare healthy recipes from fresh ingredients and raw materials.

Our appliances allow customers to reduce food waste and encourage the use of fresh products.

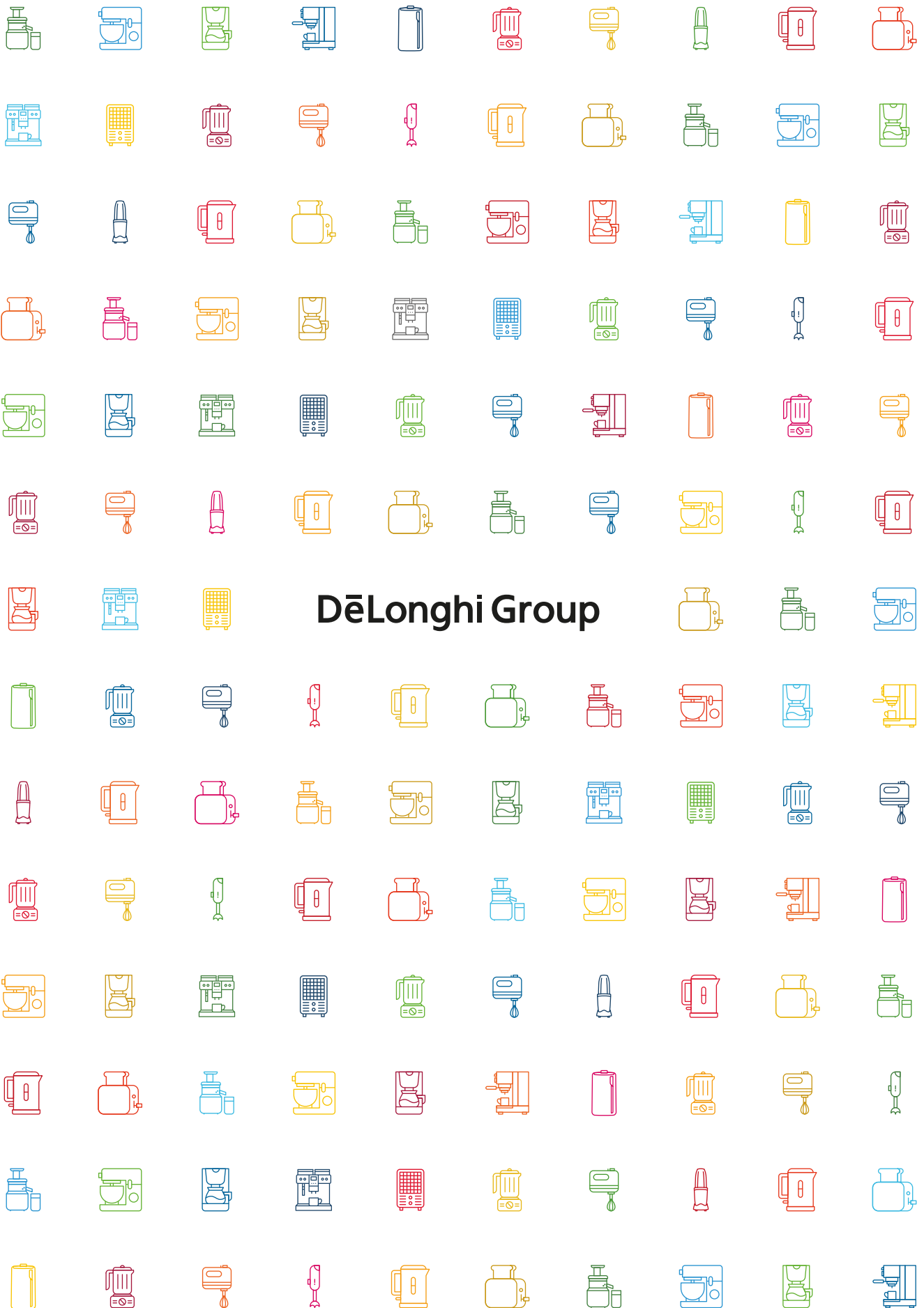


good
living



Our products promote a lifestyle for daily well-being that cosily combines with responsible behaviour.

Our products are energy efficient, ensuring maximum performance while switching on only when and where it is necessary to ensure minimum waste.



De'Longhi Group