

# Ferrero GRI Context Index

Ferrero Sustainability Report 2021

**FERRERO**





GRI Standards	Disclosure	Location	Direct Answers FY2020/21
GRI 101: FOUNDATION (2016)			
GRI 102: GENERAL DISCLOSURES (2016)			
<b>Organizational profile</b>			
102-1	Name of the organization	Front cover of the report	
102-2	Activities, brands, products, and services	About us (pages 6-9)	
102-3	Location of headquarters	Governance (page 81)	
102-4	Location of operations	About us (page 6)	
102-5	Nature of ownership and legal form	Governance (page 81)	
102-6	Markets served	About us (page 6)	
102-7	Scale of the organization	About us (pages 6-7)	
102-8	Information on employees and other workers	<a href="#">Key data</a>	
102-9	Supply chain	About us (page 9) How we source ingredients sustainably (pages 35-37)	
102-10	Significant changes to the organization and its supply chain	About this report (page 83)	
102-11	Precautionary Principle or approach	Protect the environment (pages 17-18) Climate action (pages 19-22)	
102-12	External initiatives	Climate action (page 19) Compliance and certifications (page 18) Product design, packaging and circular economy (page 30) Cocoa (pages 38, 40-42) Palm oil (pages 49-50) Milk and eggs (pages 51-52) Responsible communications, marketing and labelling (pages 64-65) Human rights (page 74)	

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
102-13	Membership of associations	Product design, packaging and circular economy (page 30) Cocoa (page 40) Palm oil (page 50) Milk and eggs (pages 51-52) Sugar (page 53) Other ingredients (page 54) Responsible communications, marketing and labelling (page 64) Human rights (page 74)	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	Executive Chairman and CEO statement (page 4)	
102-15	Key impacts, risks, and opportunities	Executive Chairman and CEO statement (page 4) Our sustainability priorities (pages 11-14) Materiality assessment (pages 83-84 of the 2020 Sustainability Report) Governance (pages 81-82)	
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behavior	About us (page 5) Governance (page 82)	
102-17	Mechanisms for advice and concerns about ethics	Governance (page 82)	
<b>Governance</b>			
102-18	Governance structure	Governance (page 81)	
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	Materiality (pages 83-84 of the 2020 Sustainability Report)	
102-41	Collective bargaining agreements	Employee rights (page 71)	
102-42	Identifying and selecting stakeholders	Materiality (pages 83-84 of the 2020 Sustainability Report)	The stakeholders have been identified through an internal analysis
102-43	Approach to stakeholder engagement	Materiality (pages 83-84 of the 2020 Sustainability Report)	
102-44	Key topics and concerns raised	Our sustainability priorities (pages 11-14)	

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	About this report (page 83)	
102-46	Defining report content and topic Boundaries	Materiality (pages 83-84 of the 2020 Sustainability Report) About this report (page 83)	
<b>Topic boundaries</b>			
In order to identify where an issue generates an impact and consequently determine its relevance, a perimeter was defined and applied for each of the 7 issues that emerged as material.			
Topic	Where the impact occurs	Type of involvement	
1. Climate action	Production plants, Warehouses, Employee travels, Suppliers	Generated by the Group and directly linked through the Group's business relationships	
2. Product design, packaging and the circular economy	Production plants, Warehouses, Consumers, Suppliers	Generated and contributed by the Group	
3. Supplier engagement and transparency	Ferrero Group, Suppliers	Contributed by the Group and directly linked through the Group's business relationships	
4. Human rights in supply chain	Ferrero Group, Suppliers, farmers, NGOs	Generated, contributed by the Group and directly linked through the Group's business relationships	
5. Biodiversity, deforestation prevention and sustainable agriculture	Production plants, Warehouses, Consumers, Suppliers, Farmers	Generated by the Group and directly linked through the Group's business relationships	
6. Nutrition, health and lifestyles	Ferrero Group, Consumers, Consumer associations and NGOs, Institutions, Government and regulators	Generated and contributed by the Group	
7. Diversity and Inclusion	Ferrero Group	Generated by the Group	
102-47	List of material topics	Our sustainability priorities (pages 11-14) Materiality (pages 83-84 of the 2020 Sustainability Report)	
102-48	Restatements of information	About this report (page 83) About our environmental data (page 84)	
102-49	Changes in reporting		There have been no significant changes from previous reporting periods with regards to the list of material topics and topic Boundaries

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
102-50	Reporting period	About this report (page 83)	
102-51	Date of most recent report	About this report (page 83)	
102-52	Reporting cycle	About this report (page 83)	
102-53	Contact point for questions regarding the report	About this report (page 83)	
102-54	Claims of reporting in accordance with the GRI Standards	About this report (page 83)	
102-55	GRI content index		
102-56	External assurance	Assurance statement (page 85)	

## MATERIAL TOPICS

### Climate action

#### GRI-103: Management approach (2016)

103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we protect the environment (pages 17-18)	
103-2	The management approach and its components	How we protect the environment (pages 17-18) Climate action (pages 19-22)	
103-3	Evaluation of the management approach	Climate action (pages 19-22)	

#### GRI-305: Emissions (2016)

305-1	Direct (scope 1) GHG emissions	<a href="#">Key data</a>	Biogenic emissions: FY 18/19: 75,032.72 tCO <sub>2</sub> e FY 19/20: 75,043.61 tCO <sub>2</sub> e FY 20/21: 65,665.15 tCO <sub>2</sub> e
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Key data</a>	
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Key data</a>	Biogenic emissions for Scope 3 currently not available

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
305-4	GHG emissions intensity	Climate action (pages 19-22)	GHG Emissions intensity ratio (including Scope 1, 2 and 3): FY 18/19: 5.35 tCO <sub>2</sub> e/ton prod FY 19/20: 5.09 tCO <sub>2</sub> e/ton prod FY 20/21: 5.11 tCO <sub>2</sub> e/ton prod
305-5	Reduction of GHG emissions	Climate action (pages 19-22)	
305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">Key data</a>	
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions		Ferrero does not produce other significant air emissions
<b>GRI-307: Environmental compliance (2016)</b>			
307-1	Non-compliance with environmental laws and regulations		One case, opened in January 2019, was closed in December 2021
<b>Product design, packaging and the circular economy</b>			
<b>GRI-103: Management approach</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) <a href="#">How we protect the environment (pages 17-18)</a>	
103-2	The management approach and its components	<a href="#">How we protect the environment (pages 17-18)</a> <a href="#">Product design, packaging and the circular economy (pages 27-31)</a>	
103-3	Evaluation of the management approach	<a href="#">Product design, packaging and the circular economy (pages 27-33)</a>	
<b>GRI-301: Materials (2016)</b>			
301-1	Materials used by weight or volume	<a href="#">Key data</a>	
301-2	Recycled input materials used	<a href="#">Key data</a>	

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>Supplier engagement and transparency</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we source ingredients sustainably (pages 35-37)	
103-2	The management approach and its components	How we source ingredients sustainably (pages 35-37) Cocoa (pages 38-42) Hazelnuts (pages 43-47) Palm oil (pages 48-50) Milk and eggs (pages 51-52) Sugar (page 53) Other ingredients (page 54)	
103-3	Evaluation of the management approach	How we source ingredients sustainably (pages 35-37) Cocoa (pages 39-42) Hazelnuts (pages 44-46) Palm oil (pages 49-50) Milk and eggs (pages 51-52) Sugar (page 53) Other ingredients (page 54)	
<b>GRI-204: Procurement practices</b>			
204-1	Proportion of spending on local suppliers		The disclosure is not applicable due to the Purchasing structure of the Group
FP2	Percentage of purchased volume, which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standards	Our sustainability priorities (page 12) Cocoa (page 39) Palm oil (page 48) Sugar (page 53) Other ingredients (page 54)	

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>GRI-308: Supplier Environmental Assessment (2016)</b>			
308-1	New suppliers that were screened using environmental criteria	How we source ingredients sustainably (pages 35-36)	
<b>GRI-414: Supplier Social Assessment (2016)</b>			
414-1	New suppliers that were screened using social criteria	How we source ingredients sustainably (pages 35-36)	
<b>Human rights in supply chain</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we source ingredients sustainably (page 35) How we empower people (page 67)	
103-2	The management approach and its components	How we source ingredients sustainably (pages 35-37) Cocoa (page 40) Hazelnuts (pages 44-45) Palm oil (page 49) How we empower people (page 67) Employee rights (page 71) Human rights (page 74)	
103-3	Evaluation of the management approach	Employee rights (page 71) Human rights (page 74)	
<b>GRI-402: Labor/Management relations (2016)</b>			
402-1	Minimum notice periods regarding operational changes		The minimum notice period applied by the Group in the event of significant operational changes is in accordance with national or regional collective bargaining agreements; said notice period ranges from a minimum of 15 days to a maximum of 6 months



GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>GRI-408: Child Labor (2016)</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	Cocoa (page 40) Hazelnuts (pages 44-45) Palm oil (page 49)	Our due diligence-based approach comprises three steps: 1. Prioritisation to identify major risks based on ESG risk scoring 2. Supplier assessment 3. Verification and audit to monitor and mitigate high risk issues
<b>GRI-409: Forced or Compulsory Labor (2016)</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Cocoa (page 40) Hazelnuts (pages 44-45) Palm oil (page 49)	Our due diligence based approach comprises three steps: 1. Prioritisation to identify major risks based on ESG risk scoring 2. Supplier assessment 3. Verification and audit to monitor and mitigate high risk issues
<b>GRI-412: Human Rights Assessment (2016)</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	Cocoa (page 40) Hazelnuts (pages 44-45) Palm oil (page 49) Human rights (page 74)	Due to complexity of our supply chains the total number and the percentage of operations are not available data yet
<b>Biodiversity, deforestation prevention and sustainable agriculture</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we source ingredients sustainably (pages 35-37)	See topic boundaries table under GRI 102-46 of this GRI Content Index
103-2	The management approach and its components	How we source ingredients sustainably How we source ingredients sustainably (pages 35-37) Cocoa (page 38) Hazelnuts (page 43) Palm Oil (page 48)	

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
103-3	Evaluation of the management approach	Cocoa (page 42) Hazelnuts (page 45) Palm Oil (page 49) <a href="#">Key data</a>	
<b>GRI-304 Biodiversity (2016)</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Key data</a>	
304-2	Significant impacts of activities, products and services on biodiversity	Cocoa (page 42) Palm Oil (page 49)	304-2b currently not available
<b>Nutrition, health and lifestyles and Reponsible communications, marketing and labelling*</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we promote responsible consumption (page 57)	
103-2	The management approach and its components	How we promote responsible consumption (page 57) Nutrition, health and lifestyle (page 61) Responsible communications, marketing and labelling (pages 64-65)	
103-3	Evaluation of the management approach	Nutrition, health and lifestyle (page 62-63) Responsible communications, marketing and labelling (pages 64-65)	
<b>GRI-417: Marketing and labelling</b>			
417-3	Incidents of non-compliance concerning marketing communications	Responsible communications, marketing and labelling (page 64)	

\* As the topic specific disclosures set out by GRI relate to both topics, we have grouped them together.

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>Diversity and inclusion</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we empower our people (page 67)	
103-2	The management approach and its components	How we empower our people (page 67) Diversity and inclusion (page 69)	
103-3	Evaluation of the management approach	Diversity and inclusion (page 69)	
<b>GRI-401: Employment (2016)</b>			
401-1	New employee hires and employee turnover	<a href="#">Key data</a>	
<b>GRI-405: Diversity and equal opportunity (2016)</b>			
405-1	Diversity of governance bodies and employees	Diversity and inclusion (page 69)	The governance bodies mentioned in the paragraph Governance (page XX) are composed of 20 members, who belong to the following age groups: 25% in the over 60 group and 75% in the 51 to 60 group. In these governance bodies, the female presence corresponds to the Chairman of the Board of Directors and to a member of the GMT and GLT
<b>GRI-406: Non-Discrimination (2016)</b>			
406-1	Incidents of discrimination and corrective actions taken		No incidents of discrimination have occurred in the reporting year

To facilitate the fruition of contents, the GRI Content Index includes additional topic specific disclosures that are linked to the relevant topics identified in the 2020 materiality assessment.

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>Products and ingredients safety and quality</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we promote responsible consumption (page 57)	
103-2	The management approach and its components	How we promote responsible consumption (page 57) Product and ingredients quality and safety (pages 58-59)	
103-3	Evaluation of the management approach	Product and ingredients quality and safety (pages 58-59)	
<b>GRI-416: Customer health and safety</b>			
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management standards	Product and ingredients quality and safety (pages 58-59) <a href="#">Key data</a>	Manufacturing sites certified FSSC 22000 cover more than 99.5% of the total production
<b>Industrial and food waste</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we protect the environment (pages 17-18)	
103-2	The management approach and its components	How we protect the environment (pages 17-18) Industrial and food waste (page 25)	
103-3	Evaluation of the management approach	Industrial and food waste (page 26)	
<b>GRI-306: Effluents and Waste (2016)</b>			
306-2	Waste by type and disposal method	<a href="#">Key data</a>	

GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>Water management</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we protect the environment (pages 17-18)	
103-2	The management approach and its components	How we protect the environment (pages 17-18) Water management (page 23)	
103-3	Evaluation of the management approach	Water management (page 24)	
<b>GRI-303: Water and Effluents (2018)</b>			
303-3	Water withdrawal	Water management (page 24) <a href="#">Key data</a>	
303-4	Water discharge	Water management (page 24) <a href="#">Key data</a>	
<b>Employee occupational health and safety and wellbeing</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we empower our people (page 67)	
103-2	The management approach and its components	How we empower our people (page 67) Employee rights (page 71) Health and safety and wellbeing (pages 72-73)	
103-3	Evaluation of the management approach	Employee rights (page 71) Health and safety and wellbeing (pages 72-73)	



GRI Standards	Disclosure	Location	Direct Answers FY2020/21
<b>GRI-403: Occupational health and safety (2018)</b>			
403-1	Occupational health and safety management system	Employee rights (page 71) Health and safety and wellbeing (pages 72-73)	
403-2	Hazard identification, risk assessment and incident investigation	Employee rights (page 71) Health and safety and wellbeing (pages 72-73) Governance (page 82)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee rights (page 71) Health and safety and wellbeing (pages 72-73)	
403-6	Promotion of worker health	Health and safety and wellbeing (pages 72-73)	
403-9	Work-related injuries	Health and safety and wellbeing (page 73) <a href="#">Key data</a>	
<b>Employee satisfaction and development</b>			
<b>GRI-103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundaries	Materiality (page 84 of the 2020 Sustainability Report) How we empower our people (page 67)	
103-2	The management approach and its components	How we empower our people (page 67) Continuous learning (page 70)	
103-3	Evaluation of the management approach	Continuous learning (page 70)	
<b>GRI-404: Training and development</b>			
404-1	Average hours of training per year per employee	Continuous learning (page 70)	
404-3	Percentage of employees receiving regular performance and career development reviews	Continuous learning (page 70)	