



FERRERO

Ferrero GRI Context Index

Ferrero Sustainability Report 2023

Statement of use	Ferrero Group has reported in reference to the GRI Standards for the period September 1st, 2022 – August 31st, 2023.
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosure	Location	Direct Answers FY 2022/23
GRI 2: GENERAL DISCLOSURES (2021)			
The organization and its reporting practices			
2-1	Organizational detail	About Ferrero Group (page 6) Governance (page 14) About this report (page 79)	
2-2	Entities included in the organization's sustainability reporting	About this report (page 78)	
2-3	Reporting period, frequency and contact point	About this report (page 78)	Key point of contact: group.communications@ferrero.com
2-4	Restatements of information		TRIR value has changed from the figure disclosed in the Sustainability Report 2022. The restatement of this figure is due to a change in the reporting perimeter: the Alzira site was in the process of integration at the time of the previous report's publication, but it is now fully integrated.
2-5	External assurance	Assurance letter (page 100)	
Activities and workers			
2-6	Activities, value chain, and other business relationships	About Ferrero Group (page 6) Our value chain (page 9) Sustainability at a glance (page 10)	
2-7	Employees	Ferrero's key performance indicators (page 89)	
2-8	Workers who are not employees	Ferrero's key performance indicators (page 89)	
Governance			
2-9	Governance structure and composition	Governance (pages 14-16)	
2-11	Chair of the highest governance body	Executive Chairman's statement (page 4)	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance (pages 14-16)	
2-13	Delegation of responsibility for managing impacts	Governance (pages 14-16)	

GRI Standards	Disclosure	Location	Direct Answers FY 2022/23
2-14	Role of the highest governance body in sustainability reporting	The Sustainability report is prepared by the CSR & Sustainability Team with the support of experts of the relevant business function. The document, when finalised, is approved by the Executive Chairman and the external Audit Committee.	
2-16	Communication of critical concerns	Governance (pages 14-16)	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Executive Chairman's statement and Chief Executive Officer's statement (pages 4-5), and sustainability at a glance (page 10)	
2-23	Policy commitments	Sourcing ingredients sustainably (page 35) Promoting responsible consumption (page 54) Responsible communications, marketing and labelling (page 61) Diversity, Equity & Inclusion (page 66) Empowering people (page 64) Human rights (page 71) Governance (page 16)	
2-24	Embedding policy commitments	See above list of pages where the information resides	
2-25	Processes to remediate negative impacts	Human Rights Report 2021	
2-26	Mechanisms for seeking advice and raising concerns	Governance (page 16)	
2-27	Compliance with laws and regulations	Ferrero has not encountered any instances of non-compliance with environmental and social laws during the year.	
2-28	Membership associations	Collaborations (page 76)	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Double materiality (page 18)	
2-30	Collective bargaining agreements	Employment and labour relations (page 68)	

GRI Standards	Disclosure	Location	Direct Answers FY 2022/23
MATERIAL TOPICS			
Climate action			
3-3	Management approach	Protecting the environment (page 20) Climate change (pages 21-25)	
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	Ferrero's key performance indicators (page 80)	
302-3	Energy intensity	Climate change (page 24)	
302-4	Reduction of energy consumption	Climate change (page 24)	
GRI-305: Emissions (2016)			
305-1	Direct (scope 1) GHG emissions	Climate change (page 24) Ferrero's key performance indicators (page 81)	Biogenic emissions FY 18/19: 75,032.72 tCO ₂ e FY 19/20: 75,043.61 tCO ₂ e FY 20/21: 65,665.15 tCO ₂ e FY 21/22: 39,131.12 tCO ₂ e FY 22/23: 20,514.35 tCO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	Climate change (page 24) Ferrero's key performance indicators (page 81)	
305-3	Other indirect (Scope 3) GHG emissions	Climate change (page 24) Ferrero's key performance indicators (page 81)	Biogenic emissions for Scope 3 currently not available.
305-4	GHG emissions intensity	Climate change (page 24)	
305-5	Reduction of GHG emissions	Climate change (page 21)	
305-6	Emissions of ozone-depleting substances (ODS)	Ferrero's key performance indicators (page 81)	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Ferrero does not produce other significant air emissions
Product design, packaging and the circular economy			
3-3	Management approach	Protecting the environment (page 20) Packaging (pages 28-31)	

GRI Standards	Disclosure	Location	Direct Answers FY 2022/23
GRI-301: Materials (2016)			
301-1	Materials used by weight or volume	Packaging (page 31) Ferrero's key performance indicators (page 83)	
301-2	Recycled input materials used	Packaging (page 31) Ferrero's key performance indicators (page 83)	
Supplier engagement and transparency			
3-3	Management approach	Sourcing ingredients sustainably (pages 35-43)	
GRI-204: Procurement practices (2016)			
204-1	Proportion of spending on local suppliers		The disclosure is not applicable due to the Purchasing structure of the Group.
GRI-308: Supplier Environmental Assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	Sourcing ingredients sustainably (pages 40-41, 43) Ferrero's key performance indicators (pages 84-85)	The percentage of new suppliers screened is not available yet
GRI-414: Supplier Social Assessment (2016)			
414-1	New suppliers that were screened using social criteria	Sourcing ingredients sustainably (pages 37 and 43) Ferrero's key performance indicators (pages 84-85)	The percentage of new suppliers screened is not available yet
Human rights in supply chain			
103-2	Management approach	Sourcing ingredients sustainably (pages 35 and 42) Empowering people (page 64) Employment and labour relations (page 68) Human rights (pages 70-71)	
GRI-402: Labor/Management relations (2016)			
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 FY 2022/23
GRI-408: Child Labor (2016)			
408-1	Operations and suppliers at significant risk for incidents of child labor	Sourcing ingredients sustainably (page 42, 45-46)	
GRI-409: Forced or Compulsory Labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sourcing ingredients sustainably (page 42 and 47)	
GRI-412: Human Rights Assessment (2016)			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sourcing ingredients sustainably (pages 38, 42 and 45-47)	Due to complexity of our supply chains the total number and the percentage of operations are not available data yet.
Biodiversity, deforestation prevention and sustainable agriculture			
3-3	Management approach	Sourcing ingredients sustainably (pages 48-51)	
GRI-304 Biodiversity (2016)			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ferrero's key performance indicators (page 86)	
304-2	Significant impacts of activities, products and services on biodiversity	Sourcing ingredients sustainably (page 42, 45-46)	304-2b currently not available.
Nutrition, health and lifestyles and Responsible communications, marketing and labelling*			
3-3	Management approach	Promoting responsible consumption (page 54) Nutrition, health and lifestyle (pages 58-60) Responsible communications, marketing and labelling (page 61)	
GRI-417: Marketing and labelling (2016)			
417-3	Incidents of non-compliance concerning marketing communications	Responsible communications, marketing and labelling (page 61)	
Diversity and inclusion			
3-3	Management approach	Empowering people (page 64) Diversity, Equity & Inclusion (pages 66-67)	

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

GRI Standards	Disclosure	Location	Direct Answers FY 2022/23
GRI-401: Employment (2016)			
401-1	New employee hires and employee turnover	Ferrero's key performance indicators (pages 91-94)	
GRI-405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	Ferrero's key performance indicators (page 90)	
GRI-406: Non-Discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken		No incidents of discrimination have occurred in the reporting year
Products and ingredients safety and quality			
3-3	The management approach	Promoting responsible consumption (page 54) Products and ingredients safety and quality (pages 55-57)	
GRI-416: Customer health and safety (2016)			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No major conformities have been found during the reporting period.
Industrial and food waste			
3-3	Management approach	Protecting the environment (page 20) Industrial and food waste (page 27)	
GRI-306: Effluents and Waste (2016)			
306-2	Waste by type and disposal method	Industrial and food waste (page 27) Ferrero's key performance indicators (page 82)	
Water management			
3-3	Management approach	Protecting the environment (page 20) Water management (page 26)	
GRI-303: Water and Effluents (2018)			
303-3	Water withdrawal	Water management (page 26) Ferrero's key performance indicators (page 82)	
303-4	Water discharge	Water management (page 26) Ferrero's key performance indicators (page 82)	
Employee occupational health and safety and wellbeing			
3-3	Management approach	Empowering people (page 64) Health and safety and wellbeing (pages 69-70)	

GRI Standards	Disclosure	Location	Direct Answers FY 2022/23
GRI-403: Occupational health and safety (2018)			
403-1	Occupational health and safety management system	Health and safety and wellbeing (pages 69-70)	
403-2	Hazard identification, risk assessment and incident investigation	Health and safety and wellbeing (pages 69-70)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety and wellbeing (pages 69-70)	
403-6	Promotion of worker health	Health and safety and wellbeing (pages 69-70)	
403-9	Work-related injuries	Health and safety and wellbeing (pages 69-70) Ferrero's key performance indicators (page 98)	
Employee satisfaction and development			
3-3	Management approach	Empowering people (page 64) Engaging people (page 65)	
GRI-404: Training and development (2016)			
404-1	Average hours of training per year per employee	Engaging people (page 65) Ferrero's key performance indicators (pages 96-97)	
404-3	Percentage of employees receiving regular performance and career development reviews	Engaging people (page 65)	