

SACCHETTO

Sustainability Report

Release 04

SUSTAINABILITY REPORT
SACCHETTO

2025

Index

The Sacchetto Company 3

Commitment to sustainability..... 5

Quality Assurance 7

Good cellar, conditioning and bottling practices..... 9

Good socio-economic practices 16

Good economic practices..... 28

Good communication practices 29

Equalitas inspection results..... 30

Goals and improvement plans 31

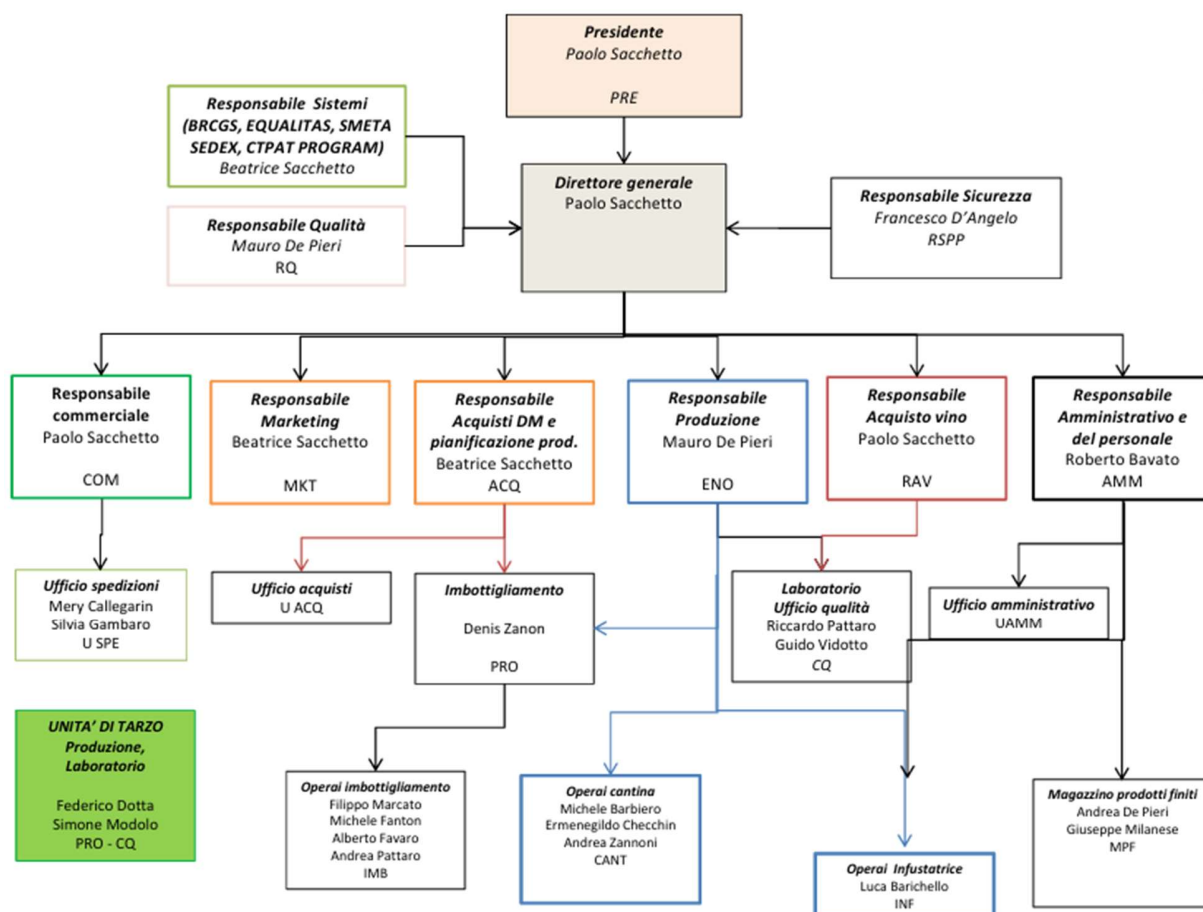
The Sacchetto Company

The Sacchetto winery was founded in the early 1900s in a region of Veneto where wine is an essential component of the local history, culture, and economy. Its founder, Sisto Sacchetto, was already trading wine and grapes after World War I, leveraging his technical expertise and commercial prowess to build a thriving business. In the 1950s and 1960s, during the Italian economic boom, the company evolved into a more organized structure. During this period, Sisto developed the idea of further enhancing the family business by focusing on direct grape production in his own vineyards.

Sisto's son, Filiberto, consolidated the company, which in the following decades began to expand internationally. Filiberto faithfully passed his vision on to his children, Paolo and Beatrice, who now lead the company. Together, they keep a close eye on innovation and the dynamics of the international market.

The family's dream of establishing roots in their beloved Veneto region is now a reality thanks to the Prapian Estate, located in the heart of the Valdobbiadene Prosecco DOCG region. This estate represents the flagship of the Sacchetto winery, renowned for the excellence of its products, its dynamism, and the passion that drives it.

Below is the organizational chart of the Sacchetto Company, a family-run business, in which decision-making responsibilities include the son Paolo Sacchetto and daughter Beatrice Sacchetto, who collaborate and perform planning, organization, leadership, coordination, and control functions.



The main production data for the 2025 vintage are reported below:

Processed bulk wine	15.020.000 liters
Bottled wine	10.525.000 liters
Number of bottles bottled	14.240.195 pc
Wine sold in bulk (tanks)	638.890 liters
Steel Kegs	1.719.061 liters

Commitment to sustainability

Sharing a single approach to sustainability in the wine sector across Italy, based on the three pillars of social, environmental, and economic sustainability, and promoting a collective brand of consumer assurance, is a topic that has been gaining increasing traction in recent years.

In this regard, Sacchetto S.r.l. has chosen to adhere to the Equalitas standard to demonstrate its commitment to sustainability. Corporate Certification represents an initial approach to sustainability that responds to key current needs and allows for objective and structured communication of the company's actual actions.

Sacchetto S.r.l. manages two production sites:

- Trebaseleghe in Via Roma, 44 – 35010 Trebaseleghe (PD)
- Tarzo in Via Arfanta, 9 – 31020 Tarzo (TV)

The Trebaseleghe site hosts the following processes: vinification of purchased must, maturation, and bottling of still, semi-sparkling, and sparkling wines in bottles and casks. The winery has a capacity of approximately 75,000 hl, producing approximately 14 million bottles per year.

The Tarzo site hosts the following processes: harvesting, crushing, pressing, and destemming, grape transformation, and fermentation and maturation of semi-sparkling and sparkling wines in bottles. The winery has a capacity of 10,500 hl, producing approximately 6,000 quintals of grapes per year.

The company firmly believes in sustainability, viewing it as a process to be managed and implemented objectively and with planned implementation over time. This

involves deploying resources in line with the defined policy and the gradual approach established by Equalitas.

The added value of a process like Equalitas lies in its approach to sustainability as defined in the 1997 Treaty of Amsterdam. Indeed, with the Copenhagen Summit and the 1997 Treaty of Amsterdam, the European Union institutionally established the three pillars of sustainability in the so-called "three-pillar model of sustainability":

- Economic: ability to generate income and jobs.
- Environmental: ability to maintain the quality and reproducibility of natural resources.
- Social: ability to ensure conditions of human well-being (human rights, labor practices, fair operating practices, consumer protection, community involvement and development).

Through this approach, the company also intends to initiate a process of sharing with stakeholders aimed at increasing awareness and a culture of sustainability, and above all, at continuous improvement. To this end, the company has decided to prepare and make available to all stakeholders an Annual Sustainability Report.

Therefore, this document aims to outline Sacchetto's commitment to sustainability.

Quality Assurance



Sacchetto S.r.l. has established a Sustainability Management System to serve as an overarching framework coordinating all existing operational tools (procedures, work instructions, log sheets, registers, etc.) compliant with international standards (BRC, IFS, HACCP, etc.). This system ensures high food safety standards across the entire supply chain through rigorous risk assessment and management.

The Management System is governed by a Technical-Operational Manual applied to all production processes across both the Trebaseleghe and Tarzo facilities: from procurement (supplier evaluation and control) to the receipt of musts from suppliers, winemaking, aging of still, semi-sparkling (*frizzante*), and sparkling (*spumante*) wines, through to bottling, kegging, and commercial distribution.

The processes monitored by the Sustainability Management System include:

- PRODUCTION PROCESSES
- PROCUREMENT
- MANAGEMENT AND RESOURCES
- COMMUNICATION
- IMPROVEMENT PLANS

All documentation developed by Sacchetto S.r.l. is subject to internal monitoring (internal audits) and annual internal verification through a Management Review; the purpose of this review is to evaluate potential updates in line with continuous improvement.

Document evaluation takes into account, at a minimum:

- Updates and continuous improvement;
- Distribution of the latest revisions of the manual to relevant personnel;
- Document archiving and record retention.

All documentation is managed under controlled conditions, displaying the document issue and revision dates. Updated documents are distributed to relevant personnel, and superseded versions are systematically withdrawn.

The company has drawn up a Quality, Food Safety, and Sustainability Policy, which is published on its official website at [Sacchetto NEXT The footprints we will leave - Sacchetto Vini](#).

Suppliers

The company has always paid particular attention to its supply chain, building long-standing, trusted relationships with its partners.

All products and services are sourced from suppliers qualified in accordance with the BRC Food Safety standard and Equalitas guidelines. The vendor assessment questionnaire gathers comprehensive information on sustainability requirements, including:

- Core ethical values
- Shared social values
- Shared environmental values.

In certain cases, supplier-specific documentation—such as external certifications or formal sustainability commitment statements—has also been collected.

Good cellar, conditioning and bottling practices



Sacchetto works daily to provide its customers with products that consistently meet strict quality standards. To ensure continuous control over the winery's operational and food safety processes, the company maintains a dedicated HACCP Manual and, since 2013, has maintained certification under the BRC Food Safety standard.

The company has established a detailed procedure for the winemaking process, outlining all operational workflows, criteria, and analytical parameters to be monitored, while clearly defining required control points and associated responsibilities.

Quality control activities span the entire production cycle, from the intake of raw materials (grapes) through to the bottling of finished wine and final dispatch. Across all operational stages, maintaining and demonstrating robust product traceability remains a core priority for the company.

Wine and Cleaning Products

In order to reduce the use of processing aids, additives, and nutrients, the company annually reviews the quantities of these products used in the cellar. Continuous emphasis is placed on raw material quality at intake to minimize the need for downstream interventions. On an ongoing basis, new oenological products are trialed to identify solutions that achieve identical technical results while optimizing resource efficiency.

Among these trials, calcium bitartrate was introduced in 2024 to prevent bottle precipitation. This issue has emerged recently due to rising temperatures and the persistent use of calcium-based plant protection products, leading to significant bioaccumulation of this cation in grape berries, which risks precipitating at wine pH levels to form bottle deposits.

In 2025, production protocols were reconfirmed, maintaining consistency in both oenological and sanitation products.

The company maintains a Cleaning and Sanitation Plan, which has been upgraded to include specific instructions and dosage limits for detergents and sanitizers in order to minimize water, energy, and chemical consumption.

Hydrogen peroxide was recently introduced at the exit of the bottling tunnel for external bottle washing; this innovation has enabled lower detergent dosages while significantly improving plant sanitation.

The company remains dedicated to staying abreast of technological innovations and sustainable cleaning products available on the market.

Packaging Choice and Waste

Sacchetto S.r.l. pays close attention to the potential impact of the packaging used for its wines. For this reason, the company evaluates its suppliers not only on quality and food safety standards—as required by the BRC standard—but also on sustainability criteria. Suppliers are qualified through a dedicated questionnaire and official

certifications demonstrating their environmental, ethical, and social commitments. Geographic proximity between supplier sites and Sacchetto's processing facilities is also prioritized to minimize transport distances and associated emissions.

Furthermore, in selecting packaging materials, the company prioritizes:

- Products made with FSC-certified paper and cardboard, or containing a percentage of recycled paper content;
- Products using low-environmental-impact chemical inks;
- Easily recyclable packaging made preferably from single-material components, avoiding multi-layer laminated materials (*poliaccoppiati*), or designed to allow easy separation of distinct materials;
- Products backed by carbon footprint assessments, improvement and/or offset plans, and transparent carbon footprint disclosures (with carbon-neutral products preferred);
- Lightweight glass bottles that maintain required pressure resistance, quality, and optimal wine preservation;
- The elimination of internal box dividers (*alveare*) provided packaging protection remains fully guaranteed.

A weighted average calculated for bottle usage indicates a recycled glass content of 72.3%, while cardboard packaging is almost entirely made from recycled materials.

The company enforces waste sorting protocols. Waste is collected by a specialized contractor issuing official waste identification forms (*formulario*) for recovery operations, while Sacchetto files its annual environmental waste declaration (*MUD*).

For the year 2025, waste generation across the two operating sites was as follows: 64,590 kg of paper/cardboard, 29,780 kg of plastic, and 34,890 kg of glass.

Regarding wastewater, winery wash water is discharged into the municipal sewer system, with quality parameters closely monitored through annual chemical analyses.

Management of energy and water consumption

In order to monitor its water and energy consumption, the company has been collecting and evaluating consumption data since 2020.

With regard to water consumption, two key indicators have been identified:

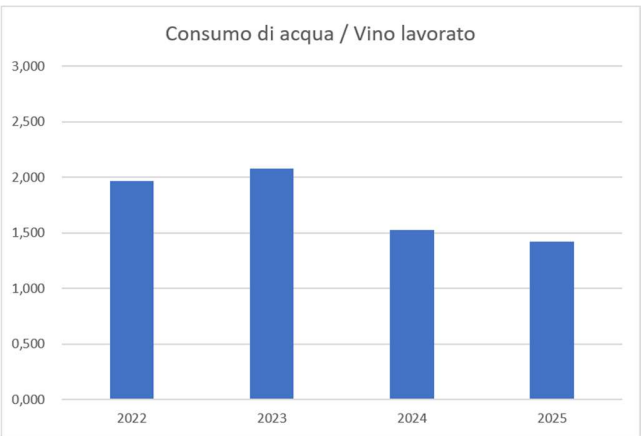
- Water consumption / Processed wine
- Water consumption / Bottled wine

With regard to energy consumption, two key indicators have been identified:

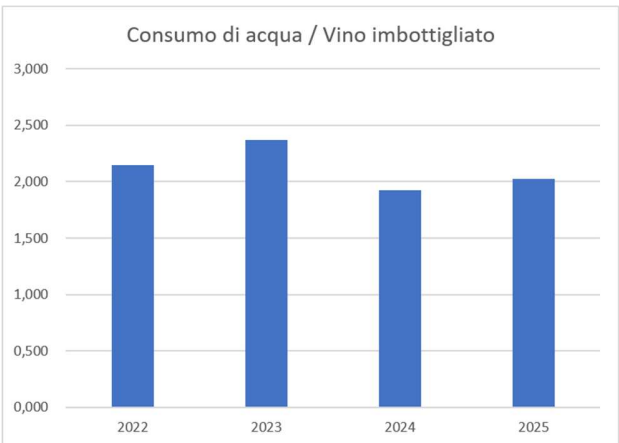
- Electricity consumption / Processed wine
- Electricity consumption / Bottled wine

Water consumption analysis

The data presented below (Tables 1 and 2) illustrate water consumption in relation to processed wine and bottled wine since 2022 across the company's two operating sites: Trebaseleghe and Tarzo.



Tab.1 Water consumption / Processed wine



Tab.2 Water consumption / Bottled wine

Data analysis reveals a slight increase in water consumption between 2022 and 2023, primarily attributable to a +68.70% rise in the use of fermenting must, which in 2022 was brought in as finished wine. This shift required additional internal processing stages, leading to a corresponding increase in water usage.

However, trends from 2024 onward demonstrate a clear turnaround as a result of implemented investments, which have begun yielding positive outcomes. In particular:

- The installation of the Masterkegs Evolution 42A keggings machine contributed to a 10% reduction in water consumption relative to bottled wine volume;
- The recovery of rinse water using a storage tank and pump system supported an improvement of up to 30% in water consumption per hectolitre of processed wine.

These results confirm the effectiveness of the measures adopted and mark a concrete step toward more efficient and sustainable water resource management in the cellar.

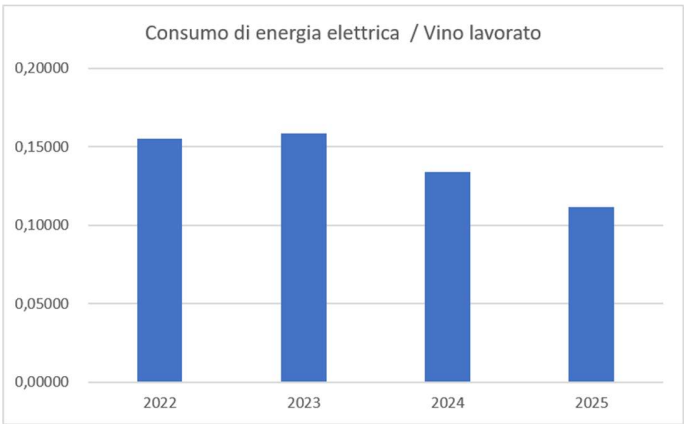
Analysis of energy consumption

The data presented below (Tables 3 and 4) illustrate energy consumption in relation to processed wine and bottled wine since 2022 across the company's two operating sites: Trebaseleghe and Tarzo.

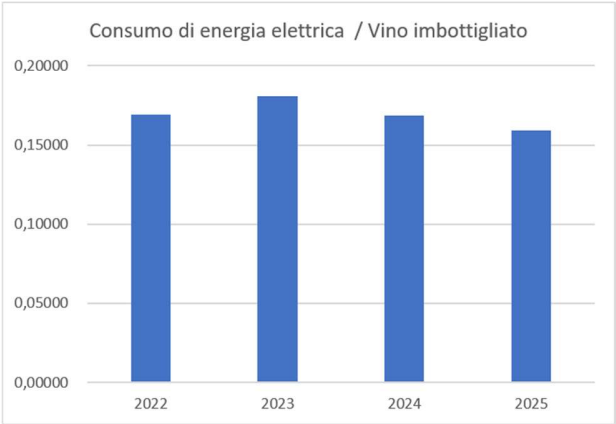
Please note that:

- Solar photovoltaic panels have been operational at the Tarzo facility since 2019.
- The photovoltaic system installed at the Trebaseleghe facility became operational at the end of 2023.

As a result of these strategic corporate investments, a portion of the company's electricity is already self-generated from renewable sources; consequently, this will have a direct positive impact on reducing the company's carbon footprint associated with energy procurement.



Tab.3 Electricity consumption / Processed wine



Tab.4 Electricity consumption / Bottled Wine

Data analysis reveals a slight increase in energy consumption between 2022 and 2023, primarily driven by a +68.70% surge in the use of fermenting must compared to the previous year, when the product was brought in as finished wine. This shift required additional processing stages, consequently raising energy consumption.

By contrast, the situation showed an improvement starting in 2024 that further strengthened throughout 2025, recording a reduction of 147,000 kWh compared to the prior year. In particular, energy efficiency improved by 16.9% for processed wine, alongside a 5.5% reduction in energy consumption for bottled wine.

Finally, with the commissioning of the new photovoltaic system at Trebaseleghe and the replacement of neon lighting with LED fixtures in the depalletiser area, a further reduction in energy consumption is expected starting in 2026.

Good socio-economic practices



Workers

The company is committed to promoting employee well-being and satisfaction while ensuring full respect for fundamental labor rights. In addition to defining and implementing a Code of Ethics across the organization, Sacchetto is dedicated to fostering workplace flexibility, aligned with operational efficiency.

To this end, the company daily adopts several social sustainability best practices: it safeguards fundamental labor rights, guarantees freedom of association, prohibits child labor, prevents discrimination in hiring, promotes employee training, and implements measures to strengthen community relations.

Within HR management processes, decisions are based on the alignment between required role profiles and employee qualifications, as well as on merit-based criteria. The recruitment process follows established procedures, ensuring every candidate has equal employment opportunities without discrimination.

Sacchetto provides all workers with information and training tools aimed at enhancing specific skills, fostering professional growth within the company, and providing training on environmental sustainability, food safety risks, and occupational health and safety.

The training delivered to date has been successfully applied to improve procedures and processes, enhancing not only operational performance but also awareness of

quality and sustainability principles. On an annual basis, the company conducts sustainability training courses for both production staff and office employees through Forema S.r.l. and Desam Ing. e Amb. S.r.l. Furthermore, ownership holds at least one meeting per year with staff to communicate company sustainability commitments and encourage ongoing dialogue aimed at continuous improvement.

Employee involvement in operational execution is actively fostered, including opportunities to participate in discussions aligned with corporate objectives. To support this, the company has implemented an 'idea box' where workers can submit proposals and detail their potential benefits for the organization.

To prevent any form of discrimination or unfair treatment, the company has established a procedure allowing employees to report potential misconduct, irregularities, grievances, and suggestions.

Additionally, the company monitors key workforce indicators over time to promote equal opportunities, ensure a fair distribution of operational and leadership responsibilities, and support long-term employee retention.

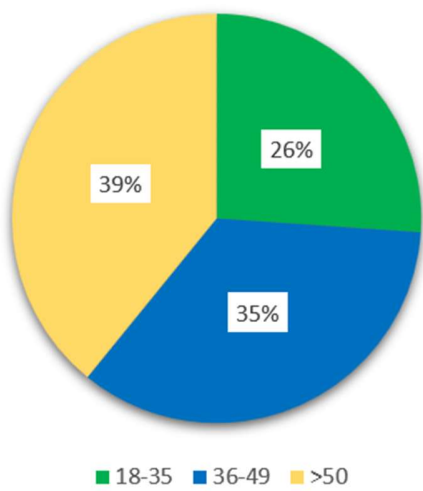
In addition to the Equalitas standard—which addresses sustainability across its social, environmental, and economic pillars—the company further demonstrates its commitment to workers and its supply chain through the SMETA audit, designed to protect workers from unsafe conditions, excessive working hours, discrimination, low pay, and forced labor.

Distribution of workers by age, gender, job title, and contract type

Age distribution

Among various key performance indicators, the company tracks the age

Distribuzione Età anno 2025



distribution of its workforce over time; as shown in the chart, as of 2025, most employees fall within the over 50 age group.

All individuals in leadership roles fall within the over 50 age group.

Gender distribution

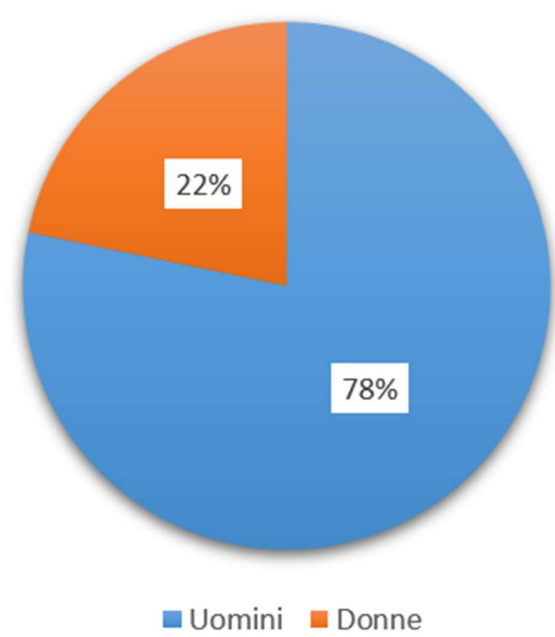
The gender breakdown of the workforce is also monitored over time to ensure equal opportunities between men and women.

In absolute terms, female employees account for 22% of the total workforce. The lower proportion of women in the company is due to a lack of female applicants for 'cellar worker' and 'oenologist' positions and therefore does not reflect company hiring preferences.

Regarding leadership positions, 4 employees hold major responsibilities, comprising 1 woman and 3 men.

	2020	2021	2022	2023	2024	2025
Men	19	21	18	19	17	18
<i>in management positions</i>	3	3	3	3	3	3
Women	5	4	4	6	3	5
<i>in management positions</i>	1	1	1	1	1	1
Total	24	25	22	25	20	23

Distribuzione Genere anno 2025

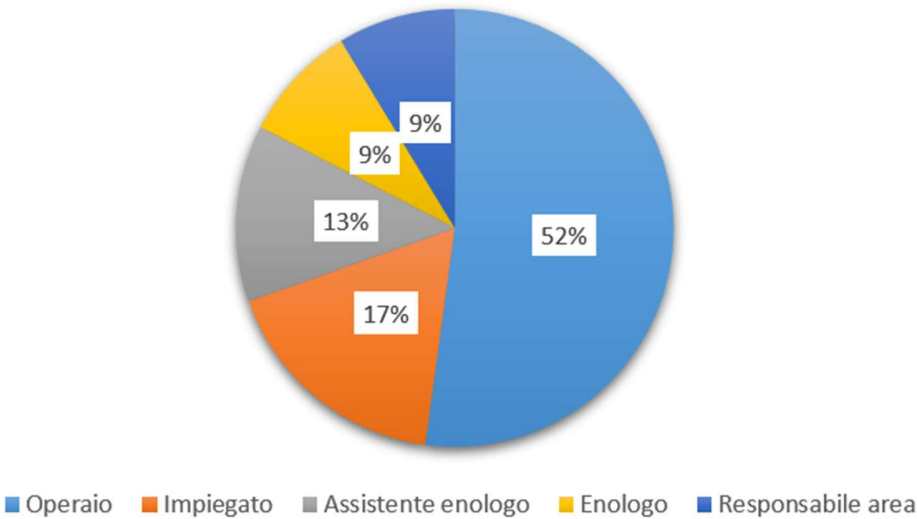


Job Title distribution

Regarding the breakdown of employees by job level, this has remained virtually unchanged over the past five years. In 2025 as well, most of the workforce consists of Production workers, followed by office staff and assistant oenologists, and lastly by oenologists and department managers (marketing and administration). A similar distribution was maintained in previous years.

	2020	2021	2022	2023	2024	2025
Production worker	13	15	12	13	11	12
Office Staff	5	3	3	5	2	4
Assistant oenologist	2	3	3	3	3	3
Oenologist	2	2	2	2	2	2
Department manager	2	2	2	2	2	2
Totale	24	25	22	25	20	23

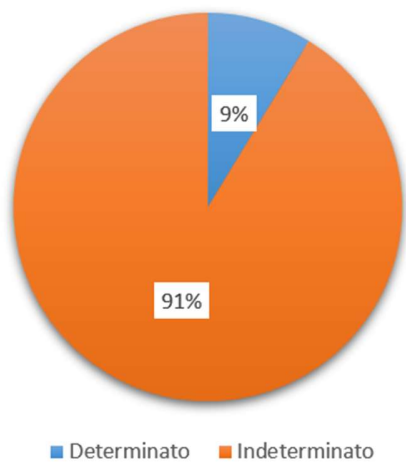
Distribuzione Mansione anno 2025



Breakdown by contract type

In recent years, the company has primarily entered permanent employment

Distribuzione Tipologia contratto anno 2025



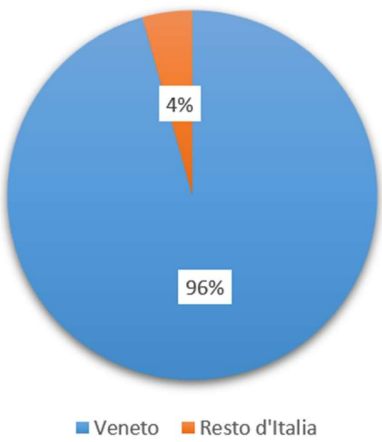
contracts, with the corresponding percentage remaining virtually unchanged over the past four years. In doing so, the company provides its workforce with greater financial stability and enhanced job protection.

As shown in the chart, in 2025 as well, almost all employees are hired under permanent contracts, with only two individuals employed on a fixed-term basis.

Breakdown by origin

All employees of Sacchetto are from Italy, with the vast majority coming from municipalities within the Veneto region, with the exception of one worker originally from Sicily.

Distribuzione Provenienza anno 2025



Parental leave

The table shows the breakdown by type of parental leave taken by employees at Sacchetto S.r.l. for the years 2020 to 2025, disaggregated by gender.

Most leaves taken are maternity-related and were consequently requested by female employees.

Days of leave for...	2020	2021	2022	2023	2024	2025
Bereavement leave	0	15	0	24	0	0
Of which female	0	0	0	0	0	0
Of which male	0	15	0	24	0	0
Law 104 leave	46	11	0	0	0	0
Of which female	0	0	0	0	0	0
Of which male	46	11	0	0	0	0
Compulsory maternity leave	223	0	0	704	0	0
Optional maternity leave	41	19	12	861,45	176	1024
Parental leave *	0	0	0	0	0	0
Breastfeeding leave	14	9	0	0	44	184
Blood donation leave	4	3	4	16	32	32
Of which female	0	0	1	0	0	0
Of which male	4	3	3	16	32	32
Total	328	57	16	1605,45	252	1240
of which female	278	28	13	1561,45	220	1024
of which male	50	29	3	40	32	216

* Optional parental leave (takeable up to the child's 14th birthday)

Analysis of Hires, Resignations, Demotions, and Employee Tenure

Hiring Analysis

Sacchetto also monitors employee hiring trends over time, with a specific focus on the recruitment of women and young workers.

As can be seen, most hires over the years involved young workers. From 2019 to 2021, over 67% of new hires each year were under 35 years old. From 2022 onwards, there was a noticeable increase in female hires, particularly in 2023 and 2025.

In 2024, no new hires were made.

	New hires	of which female	of which young employees ≤ 35
2025	3	2	1
2024	0	0	0
2023	3	2	0
2022	2	1	2
2021	6	0	4
2020	3	0	3
2019	4	1	3

Analysis of resignations and demotions

The data below shows the number of employee resignations and their underlying reasons at Sacchetto S.r.l. for the years 2020 to 2025.

The table indicates that the number of resignations has been very low over the past 6 years. In particular, 2025 saw only two resignations: one due to contract expiration and one to pursue new employment opportunities.

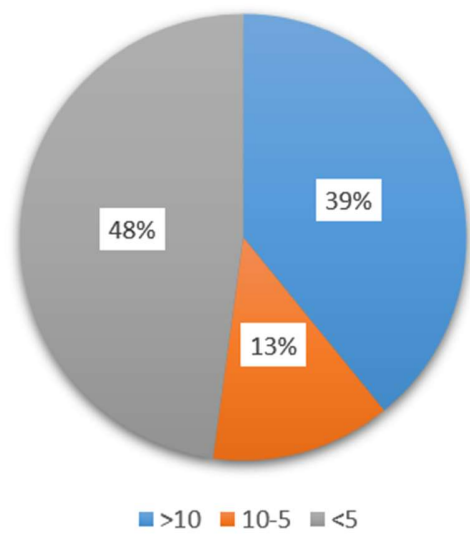
There were no recorded demotions during any of the reference years.

	2020	2021	2022	2023	2024	2025
Resignations	2	6	4	2	5	2
of which following maternity/paternity leave	0	0	0	0	0	0
of which due to contract expiration - unfit for job duties	1	1	1	0	1	0
of which due to contract expiration - maternity replacement cover	1	0	0	0	0	1
of which due to contract expiration - differing mutual expectations	0	2	1	0	0	0
resignations due to new job opportunities	0	3	1	2	4	1
resignations to resume studies	0	0	1	0	0	0
Demotions	0	0	0	0	0	0

Analysis of the length of stay in the company

Sacchetto believes it is also important to analyze average employee tenure over time.

Distribuzione Anzianità anno 2025



Most employees in 2025 have been with the company for less than 5 years, closely followed by those with over 10 years of service. These figures demonstrate a high degree of stability and business continuity, which is significant for an organization of this size.

Accident analysis

The data below shows the accident trends within Sacchetto S.r.l. for the years 2019 to 2025.

As can be observed, the number of accidents over the five-year period under review is very low. For 5 full years, there were zero workplace accidents, resulting in frequency and severity rates of zero.

In 2022, a single accident was recorded, requiring only 4 days of temporary disability leave for the employee.

Similarly, in 2024, only one minor accident was reported: a cut to a finger while a worker was emptying a bottle that broke during handling.

Employment	2019	2020	2021	2022	2023	2024	2025
Regular	35.410	36.335	39.058	41507	35628	36483	36501
Overtime	1.338	1038	1.399	1329	1346	1325	1204
Total	36.748	37.373	40.457	42.836	36974	37808	37705
N° Workplace Accidents	0	0	0	1	0	1	0
Days Lost Due to Injury	0	0	0	4	0	11	0
of which due to temporary disability	0	0	0	4	0	11	0
of which due to permanent disability	0	0	0	0	0	0	0
of which fatal accidents	0	0	0	0	0	0	0
Injury Frequency Rate	0	0	0	23,34	0	26,45	0
Injury Severity Rate	0	0	0	0,09	0	0,29	0

The neighborhood

To maintain good relations with the local community, Sacchetto re-administered a questionnaire in 2025 to assess the company's impact on the surrounding area for both its Trebaseleghe and Tarzo sites. A total of 20 complete questionnaires were collected, with 10 responses per site.

The goal of the questionnaire was to evaluate both the positive and negative aspects of the company's proximity to the local community and, where necessary, identify ways to improve and foster strong community relations based on the feedback and suggestions received.

Overall, the responses indicate that the community views Sacchetto's presence as beneficial, particularly regarding local employment and the international visibility brought to the town of Trebaseleghe. For the Tarzo location, alongside job creation, the most frequent positive feedback highlighted the care and respect the company demonstrates toward the local environment.

Although the overall feedback was overwhelmingly positive, respondents offered several suggestions for improvement that could further strengthen Sacchetto's relationship with its neighbors, such as offering opportunities to get to know the company better through community visits and local events.

Anti-corruption

Sacchetto S.r.l. does not tolerate any form of corruption and is committed to conducting its business relationships in a fair, ethical, and legal manner. All activities are carried out in full compliance with honesty and are aimed at eradicating corruption across all negotiations, business dealings, and collaborations. In this regard, the company has established an Anti-Corruption Policy, defining the responsibilities of everyone working with Sacchetto S.r.l. to share its zero-tolerance position towards corruption.

Good economic practices



The company prepares a financial statement and annually monitors sustainability-related costs through a detailed reclassification of cost items. It also maintains a register of past and planned investments in environmental, social, and economic aspects to monitor its financial commitment to sustainability.

The company's financial statement runs from January 1, 2025, to December 31, 2025, and the following provides key data on the company's financial performance.

Data as of 12/31/2025	Euro
Total Revenue	51.716.016,22
Total Cost of Goods Sold	35.732.363,99
Total Assets	36.927.628,24
Total Liabilities	-29.256.988,14

Sacchetto also maintains an annual by-product register, which monitors the quantities of waste materials that are recycled rather than thrown away. In 2025, 237,950 kg of sludge was sold for tartaric acid recovery.

Good communication practices



Sacchetto, aware of the importance of honest and truthful communication, has decided to define and adopt a Communications Policy through which it commits to ensuring actions and behaviors based exclusively on criteria of honesty, transparency, fairness, and moral integrity, preventing any improper communication.

The company has developed a documented communications plan aimed at defining corporate rules to ensure demonstrable, truthful, and transparent communication on environmental sustainability issues. The Plan's content, in addition to issues related to corporate operations, focuses on the company's commitments to ensuring compliance with ethical, social, and environmental principles.

The company supports Wine in Moderation, the international wine program that promotes responsible consumption. This program defines guidelines for effective communication about wine consumption, aimed at informing the general public about the social and health risks associated with improper and excessive alcohol consumption and at promoting the image of wine as a premium product to be enjoyed slowly and in moderation, associating it with gastronomy, history, culture, local products, and qualified social environments.

Equalitas inspection results

Following an audit by the Valoritalia certification body, the company obtained Sustainable Organization certification on July 27, 2022, in accordance with the Equalitas Standard, Module OS, rev. 3. In the second year of renewal of the Equalitas Certification, the company updated its Sustainability Management System to revision 04 (SOPD_004_20210801) of the Standard and, as previously mentioned, measured its CO2 footprint according to the ISO 14064-1 Standard.

During the third year, the company measured its water footprint using the ISO 14046 Standard as a reference.

It obtained the last renewal of the Equalitas certification in August 2026.

Goals and improvement plans

For 2026/27, the following objectives aimed at continuous improvement are planned:

- Construction of a purification plant
- Replacement of tiles and resin coating of the external flooring in the tank area
- Renovation of the roof and photovoltaic panels
- Installation of the sliding door to better separate the bottling area from the warehouse.
- Implementation of sustainability objectives and continuation of Equalitas Certification
- Update of SMETA, SSCP, BRCGS, and EQUALITAS certifications

CONTACT

SACCHETTO S.r.l.

Via Roma, 44

35010 Trebaseleghe (PD) – Italia

Tel. +39 049 9385023

WEB SITE

<https://www.sacchettovini.it/>