TENUTA FERTUNA
maremma toscana

SUSTAINABILITY REPORT 2025

Tenuta Fertuna S.R.L.
Financial year 2024

TENUTA FERTUNA S.R.L.
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DENOMINAZIONE SOSTENIBILE 3E EQUALITAS

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The company and its history

The company Tenuta Fertuna S.R.L. began its history in 1997. Fertuna, whose name refers to the fertility of the land and the fortune of the people who cultivate it, was born in the heart of the Tuscan Maremma, a land where the ancient Etruscans had developed their thriving civilization, devoting themselves to agriculture as early as past centuries. The estate was established in an area particularly suited to viticulture, in a place where nature is the dominant element; amidst wild and spontaneous vegetation, the hand of man has acted with delicate harmony, shaping an amphitheater of vineyards.
Originally, the estate covered 145 hectares. In December 2019, the company was split into Tenuta Fertuna S.R.L., the commercial arm, and Fertuna Società Agricola Semplice, which manages the winery. The agricultural company's vineyards were leased out in February 2019. Approximately 50 hectares are managed according to organic farming regulations, and all the grapes produced on those lands are sold to the winery itself.
From this point onward, in this document, we will refer to Fertuna Società Agricola Semplice as Fertuna and to the commercial entity Tenuta Fertuna S.R.L. as Tenuta Fertuna. The Fertuna winery collaborates exclusively with Tenuta Fertuna to produce wines. The offices of Tenuta Fertuna are located on the same site as Fertuna. In 2025, Tenuta Fertuna Società Agricola became Fertuna Società Agricola S.r.l.
The vineyard planting work began in 1997. Careful analyses of the land guided human intervention, and each parcel was selected to best match the chosen grape variety. The soil, rich in Galestro (schistous rock) and Alberese

(limestone substrate), the fertile and unspoiled environment, the Mediterranean microclimate with strong maritime influence, and the significant day–night temperature variation make the Maremma a terroir particularly suited to vine cultivation. Over the past decade, significant investments have been concentrated in this area: alongside the native Sangiovese, the flagship grape variety of Tuscany, the most renowned international grape varieties have been planted, achieving in Maremma a truly distinctive and high-quality expression.
Approximately 10 hectares of the original estate, located in the hillier area along the edge of the woodland, are dedicated to olive cultivation. In this area, centuries-old olive trees coexist with more recent plantings. The selected varieties are the native Frantoio, Leccino, and Moraiolo. The harvest is carried out manually using the traditional "brucatura" method over nets, fully respecting tradition.
Approximately 10 hectares of the original estate, located in the hilliest area at the edge of the woodland, are devoted to olive cultivation. This area includes both centuries-old olive trees and more recent plantings. The selected varieties are the native Frantoio, Leccino and Moraiolo. Harvesting is carried out manually using the traditional "brucatura" method on nets, in full respect of tradition.
The winery of Fertuna Società Agricola Semplice, built at the base of the original vineyards, aims to harmonize functionality with the reduction of environmental impact. The barrel cellar houses barriques and tonneaux made of Allier oak, both new and second/third passage, where the most prestigious red wines are aged and, after blending, rest for a few months in the bottle. Some parcels of Merlot destined for the flagship wine Messiio also undergo malolactic fermentation in French oak.

The villa

Built at the beginning of the 20th century, Villa Fertuna was used as a farmhouse for the farmers who worked on the company's fertile land. A redevelopment project launched in 2009 restored the Villa to a renewed splendor. The skilled restoration work carried out at the beginning of the century in nearby Piombino made it possible to preserve the original cast columns. The ground floor hosts the reception facilities, while the pool side and the entire upper floor are reserved for the six suites, each dedicated to one of the Estate's wines, as well as three large apartments intended for guests.

The italian garden

Two hectares of Italian garden, featuring a selection of fruit trees with different ripening periods and flowers with varied blooming seasons throughout the year, surround the Villa and create a magnificent play of colors and scents. The old well and washhouse, original and distinctive features of the site, have been restored and brought back into use. Crossing this green space, visitors can reach the pool area and enjoy a swim surrounded by vineyards. At night, the garden comes to life through an evocative play of lights that highlights its shape.

The wine shop

At the heart of the Villa is the Fertuna wine shop. It is a space open to the public where visitors can discover and taste the Estate's products, from the earliest vintages to the most recent ones. The setting is suitable for hosting events and masterclasses. Next to the wine shop is a living area, a convivial space for business meetings, a reading room, and a recreational area.

The restaurant

Amorvino is the restaurant open to the public at Villa Fertuna. An elegant space, characterized by a large communal table where guests can enjoy traditional cuisine reinterpreted with a modern twist. In the outdoor area, it is possible to dine while enjoying views of the winery and the Giuncarico hill.

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Company Policy and Objectives

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The company's management has defined its corporate policy as a commitment to the sustainability of its work, combining tradition and modernity, to offer a reliable, high-quality product.
The company operates in a territory naturally suited to viticulture, with the aim of promoting, enhancing, and contributing to its protection, in compliance with current applicable legislation and in accordance with sustainability criteria relevant to wine production
The objectives considered a priority by Tenuta Fertuna are as follows:

- Enhancement of the Maremma territory.
- Minimization of the environmental impact of company activities.
- Optimization of the organization of company resources through dialogue, sharing, and constant verification of the results achieved.

To achieve these objectives, management considers the following essential:

- compliance with the requirements set out in the Equalitas sustainability standard
- the selection of suppliers, wherever possible, who hold sustainability certifications
- the reduction of raw material consumption within the company and the promotion of waste reuse, through initiatives aimed at lowering energy consumption and ensuring the treatment of all water used during production processes
- the promotion of a culture of Quality, Food Safety, and Sustainability at all organizational levels, by raising awareness and improving staff adherence to internal procedures and commitment to continuous improvement
- employee involvement through the organization of training sessions, giving everyone the opportunity to contribute to company results by fully expressing their skills and competencies
- the promotion of the territory and DOC products through the restaurant, the company shop, and the program of winery tours

The above cannot be separated from the following values:

- ETHICS in daily relations with colleagues, in the execution of the activities assigned to each person, as well as in relations with Customers and Suppliers and in responsibility towards personnel and the environment;

- FAIRNESS: respect for laws, both written and unwritten, to create relationships of trust with all stakeholders and achieve a better reputation;

- WORKPLACE SAFETY: With the aim of reducing injuries and accidents at work.

This same philosophy led Tenuta Fertuna S.R.L. to undertake a program aimed at achieving, in 2022, certification in accordance with the sustainability standard SOPD EQUALITAS – Sustainability of the Wine Supply Chain: Organizations, Products, Denominations of Origin (SOPD).
The company continues its commitment to sustainability by aiming to reduce energy impacts, a path already undertaken in previous years, and to maintain and promote numerous social and economic aspects with the aim of always ensuring the safety of its personnel and products, as well as consolidating relationships with the local community.

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Given that:

- all wine purchased and processed by Fertuna is exclusively on behalf of Tenuta;
- all transformation, processing and bottling operations are carried out by Fertuna personnel on behalf of Tenuta;

Fertuna's consumption coincides with the consumption that Tenuta must monitor to produce its own wine. In addition, works on Fertuna's properties are always promoted by Tenuta.
The data will therefore be collected and managed by a working group made up of personnel from both companies.

TEAM SUSTAINABILITY	
Role	**Name**
Estate Administrator	Paolo Rivella
Fertuna Representative	Paolo Rivella
Fertuna Cellar Master	Antonelli Adriano
TEnuta Employee	Carnetti Francesco

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Our Certifications

Tenuta Fertuna is continuously subject to internal and external audits aimed at maintaining its certification systems.
The company is certified Organic under Reg. 834/2007.
The company obtained Equalitas certification in 2022. In September 2023, the first scheduled surveillance audit was carried out by the certification body Valoritalia.
The Equalitas (SOPD) standard uses an integrated approach to sustainability based on three pillars: economic, environmental, and social. Each pillar is assessed through objective requirements, verifiable indicators, and good practices. The standard requires the calculation of environmental indicators.

The Equalitas standard was developed in line with the 17 Sustainable Development Goals (SDGs) established by the 2030 Agenda for Sustainable Development, approved in New York by the United Nations General Assembly on 25 September 2015. The goals refer to fundamental themes for global development and aim to end poverty, fight inequality, address climate change, and build peaceful societies that respect human rights.

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Enviromental Pillar

Production data 2024

The main production data for the 2024 vintage are reported below

Bottled wine (hl)	1554,4
Processed grapes (Kg)	160742
Bulk wine purchased (hl)	72
Bulk wine processed (hl)	1044
Number of bottles filled	196470
Bag in box (5 kg format)	45x5 41x20

Water Resource Usage

Water and water supply are among the major challenges in view of the climate changes expected over the coming decades. Since 2002 the company has had a wastewater treatment plant combined with a Phyto depuration system, allowing full recovery of the water consumed in the activities of the two companies at the Gavorrano (GR) site.

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Phyto depuration is a wastewater treatment system designed and built to artificially reproduce the natural self-purification processes found in wetland environments. The purification activity is determined by complex interactions among chemical, physical, and biological processes resulting from the combined action of substrate, plants, wastewater, and microorganisms. Phyto depuration is a natural wastewater treatment system consisting of a waterproofed basin filled with gravel material and planted with aquatic and non-aquatic plants. The outlet produces only treated water compliant with legal standards, without any sludge production.
The wastewater treated in the plant comes from grape transformation, storage, and bottling activities carried out by Fertuna on behalf of Tenuta Fertuna. The plant's AUA authorization was renewed in 2022.
Water is supplied through the public network and from a well. In 2022, a precise water-consumption recording system was implemented, allowing a more accurate assessment of consumption compared with 2021, when the evaluation began because of data extrapolated from utility bill readings. In 2023, following the replacement of the measuring units of the water meters, water savings were recorded, moving from 10.6 liters of water per litre of bottled wine in 2022 to 7.1 litres of water per litres of bottled wine in 2023. Water consumption is linked to the preferential use of steam for winery cleaning, which reduces the use of detergents and chemical products, to the extent that no detergents were purchased in 2023.

Year	m3 of water used in the winery	Data accuracy
2020	2070	Stima
2021 (until 2/10/2021)	1964	Stima
2022	1500	Letture
2023	1390	Letture
2024	1190	Letture

Water-saving indicator	2022	2023	2023
litres of water per litre of bottled wine	10,6	7,1	7,4

For washing yards and floors, the company uses non-potable well water, using the resource efficiently and intelligently.
The washing of machinery and equipment is effective and suitable for production needs. However, the exact volumes of water used in each individual step are not known. The procedure will be subject to future changes following washing tests with monitored timing and quantities, to achieve water savings while maintaining the necessary cleaning and sanitation safety.

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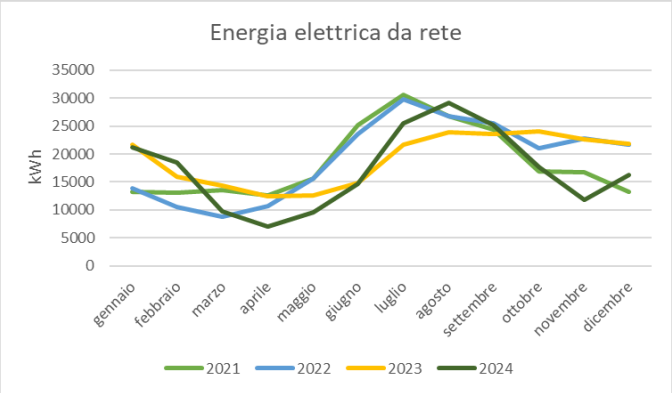
Energy supply and fuel

Over time, Tenuta Fertuna has invested in making its processes and facilities increasingly efficient and low-impact, focusing on more innovative, high-performance machinery and on the modernisation of the winery.

Heating is managed by an electric heat pump connected to the winery, offices, and warehouse. Electricity consumption at the Fertuna winery and Tenuta Fertuna offices is monitored through monthly electricity bills and meter readings.

The new photovoltaic system was in operation in 2023; however, production or self-consumption data are not available because the system was reset in August 2023 due to a meter replacement. In 2023, given the mild summer, the refrigeration system was used very little. All this is reflected in the decrease in the consumption indicator, as shown in the table below.

CONSUMI ELETTRICI DELLA CANTINA E DEGLI UFFICI		
Year	**Kwh**	**Consumption per litre of bottled wine (kWh/l)**
2021	221985	1,74
2022	230631	1,65
2023	229296	1,18
2024	206130	1,32



In 2023, the company used 760 litres of petrol and 1,640 litres of diesel for company cars. In 2024, only petrol purchases for cars were monitored, corresponding to 661.94 litres.

For heating, the company has an LPG tank that is falling out of use. Heating is mainly provided by heat pumps.

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Packaging and enological product

Tenuta Fertuna's packaging suppliers are also selected according to environmental-impact standards. All suppliers responded to a questionnaire issued by the company to assess their attention to ethical, social and environmental aspects, as required by the SOPD Equalitas standard.

The quantities purchased for packaging are reported below:

	Peso (kg) 2022	**Peso (kg) 2023**	**Peso (kg) 2024**
Corks	400	1246	974
Paper box	5884	18182	7018
Glass bottles	93258	253012	24087
Wooden boxes	14379	3655	2880
Capsules			123
Bag in Box			23

Glass Bottles	**2021**	**2022**	**2023**	**2024**
Awerage weight (kg)	0.499	0.55	0.517	0.533
Number of bottles purchased	-	169560	489384	45117
Weight of bottles purchased	-	8715	253012	24087

Regarding bottle weight, the average weight of bottles appears to be stabilising below 550 g. The heaviest bottles are special formats (magnums) and sparkling wine bottles.
2022 was a particular year due to a shortage of glass bottles on the market. To meet production needs, the company purchased bottles as required from those available on the market. In 2023 the company made substantial purchases to build up stock, which significantly reduced purchases in 2024.
The use of wooden boxes has decreased.

Winery management aims at the careful use of detergents and oenological products. The company does not purchase detergents and caustic soda every year, because it relies heavily on steam to reduce the impact on water. In fact, no detergent or caustic soda purchases were recorded in 2023 or 2024. In 2022, 25 kg of detergent were purchased, corresponding to 1.7 x 10^-4 kg/l bottled.

Oenological products	Peso (kg) 2023	Peso (kg) 2024
Citric acid	100	0
Bentonite	0	10
Fining agent	2	5
Processing aid	0	45
Enzyme	5	0
Arabic gum	150	75
Yeasts	17	31
Mannoproteins	127	103
Metabisulphite	20	20
Nutrient	35	66,5
Caustic soda	0	0
Stabilising agent	125	100
Filter sheets	120	160
Tannin	10	20
Sugar	150	125
TOTAL	861	760,5

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Waste and production scraps

The company keeps track, through waste disposal forms, of the waste produced during its production cycle, with a view to monitoring the resources used.

Waste Type	Kg 2021	Kg 2022	Kg 2023	Kg 2024
Plastic packaging (nylon and polystyrene)	234	462	1525	595
Wine filters (including those contaminated by hazardous substances and those not contaminated)	785	922	757	822
Packaging contaminated by hazardous substances	34	35	27	18
Mixed-material packaging	263	190	430	150
Glass	1345	4000	1115	3504
Paper and cardboard	770	1725	2735	1760
Lead batteries	0	0	117	0

Hazardous waste consists of contaminated packaging or absorbent filters. Sludge from the wastewater treatment plant cannot be removed because it is too liquid and returns to recirculation.
In 2023 there were non-routine disposals of paper and cardboard and plastic packaging, due to the cleaning of the warehouse from old packaging that could no longer be used. The 2024 quantities of these waste types are more in line with production volume, reducing the overall impact. Packaging contaminated by hazardous waste and mixed-material packaging also decreased. In 2024, debottling was required, which led to an increase in glass waste.

Valorisation of secondary products

During winemaking, secondary products are generated, which the company collects and values:

- The lees produced, averaging 2-3% of the total must processed by volume, are sold to the Bonollo distillery. In 2023 approximately 3,300 kg of lees were produced.
- The grape pomace and stalks, approximately 10% of the total processed, are redistributed on the leased land as soil amendments. In 2024 the redistributed pomace amounted to approximately 10,400 kg. In this way, all waste products are fully reused.

The topics in this section are linked to the following SDGs:

Carbon Footprint

To manage supply-chain efficiency, environmental impact and any consequences for the greenhouse effect and climate change, the company must first be aware of its greenhouse gas emissions (GHG = GreenHouse Gas) and therefore measure them in production cycles.

Tenuta Fertuna calculated its Carbon Footprint in 2023 (data relating to the 2022 calendar year) following the ISO 14064 methodology.

The total organisational carbon footprint is 281.8 t CO2eq. Considering all emissions from the winery and bottling sectors, the organisation emits 1.52 kg CO2 eq for every 0.75 l of bottled wine.
The table shows total emissions divided by the phases that generate them (phases that do not generate climate-altering emissions for the company are not included in the summary).

Emission source	% of total
Purchased electricity	36.00
Purchased grapes, musts and bulk wines	24.10
Water supply	0.20
Purchase of oenological products and detergents	0.40
Waste transport and treatment	1.29
Employee commuting	4.60
Incoming transport	0.90
Purchase and use of fuel for company vehicles	2.60
Packaging purchase	29.90
External bottler (energy, transport, water)	0.01
Total organisational emissions	100.00
Total emissions in t CO2 eq	281.8

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STRENGHTS

- From an energy perspective, through the solar panels installed in 2023, the winery will reduce the impact of purchased electricity, which is also the company's first emission factor.
- The supply of grapes, wines and grapes must required for production, comes mostly from companies located in the same province as the company's production site or in the same region.
- The careful use of oenological products and detergents results in less than 1% on climate-altering gas emissions.

WEAKNESS

- The second and third largest impacts relate to raw materials required for production or to the packaging needed for the finished product.
- The company is aware that every intervention aimed at reducing bottle weight leads to substantial reductions in greenhouse gas emissions.
- The following additional actions are being considered by the company to reduce its emissions:
- Verification and optimisation of refrigerated warehouses.
- Periodic inspection of the refrigeration and heating system.
- Reduction of non-returnable packaging.

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DENOMINAZIONE SOSTENIBILE
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Water Footprint

Water is an essential natural resource. The issue of water and its management have become increasingly important within the global debate on sustainable development. This interest has been driven by the growing demand for water, increased water scarcity in many areas and/or the degradation of water quality.
Tenuta Fertuna S.r.l. assessed the water footprint of its organisation. The assessment, carried out in accordance with the international standard ISO 14046:2016:

- identifies potential water-related environmental impacts;
- specifies the relevant geographic and temporal dimensions;
- identifies water uses and changes in its modular quality, i.e. it sums up the water footprints of the different life-cycle stages.

Tenuta Fertuna calculated its Water Footprint in 2024 (data relating to the 2023 calendar year) following the ISO 14046:2016 methodology. The assessment includes only emissions to air, water and soil that affect water quality. The result of a water footprint assessment is a profile of impact-indicator results.
The following table reports the results in absolute terms.

Impact categories	Results	Unit of measure
Aquatic Acidification	3,196.83	kg SO2 eq
Aquatic Ecotoxicity	2,657,065.57	CTUe
Human Toxicity	7.00E-02	CTUh
Aquatic Eutrophication	140.15	kg P eq
Water Scarcity	193,004.80	m3 eq

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The following table reports the percentage contribution of individual processes to each impact category.

Unit processes / unit of measure	Aquatic Acidification % of kg SO2 eq	Aquatic Ecotoxicity % of CTUe	Human Toxicity % of CTUh	Aquatic Eutrophication % of kg P eq	Water Scarcity % of m3 eq
Mobile combustion	3.25	10.63	0.66	3.65	1.94
Water consumption	0.00	0.00	0.00	0.00	36.93
Electricity distribution	1.99	0.84	0.13	3.44	1.75
Imported electricity	33.24	13.99	2.18	57.29	29.17
Production of oenological products	0.18	0.37	0.02	0.23	0.67
Fuel production	0.15	1.33	0.01	0.05	0.02
Packaging material production	57.65	62.29	4.64	33.03	28.19
Incoming transport	1.19	2.86	0.16	0.62	0.35
Transport of packaging materials	2.25	7.47	0.40	1.63	0.96
Waste transport	0.07	0.14	0.01	0.05	0.01
Production of purchased grapes	0.01	0.05	48.92	0.01	0.00
Production of purchased bulk wine	0.01	0.04	42.86	0.01	0.00
TOTAL	100.00	100.00	100.00	100.00	100.00

Legend	0% to 1%	1.1% to 3%	3.1% to 5%	5.1% to 10%	10.1% to 20%	20.1% to 35%	over 35.1%

Based on the results obtained from the impact assessment, it is possible to identify the critical points in the production process, i.e. the elements that contribute most to the calculated water footprint and on which action can be taken to reduce it.
The overall values reported in the summary tables show a trend in impacts on the water resource that is in line with the sector of origin.
The "Water scarcity" cate
gory is most affected, in terms of % m3 eq water consumption, by direct water consumption for production and washing activities (37%), followed by electricity production, with 29% virtual water use. Packaging production follows immediately, accounting for around 28%. Finally, electricity distribution has a small impact of 1.75%. All other processes are substantially negligible.

As regards the category relating to aquatic acidification ("Aquatic acidification"), the indicator is mainly impacted by the production of packaging material (57%). Another high contribution comes from imported electricity, equal to 33%. Mobile combustion has a low impact, 3.8%. The other categories with lower impact are also linked to transport: packaging transport (2.2%) and incoming transport of raw materials.
Aquatic ecotoxicity is, in absolute terms, mainly impacted by the production of packaging material (62%); secondly by purchased electricity (14%); the third impact is mobile combustion from company cars, which are also used to collect materials used in production (10.63%); and, to a lesser extent, transport of packaging materials (7.5%). Incoming transport accounts for 2.9%, while the other processes have a much lower incidence.
The "Human Toxicity" category is dominated by impacts due to the production of purchased grapes (49%) and purchased bulk wine (43%). Impacts relating to the production of packaging material amount to 4.6%. Other contributions, apart from imported electricity at 2%, are irrelevant.

Finally, surface-water eutrophication is mainly impacted by the production of imported electricity (57%) and packaging material (33%). Electricity distribution has an impact of 3.5%, while fuel combustion for company cars has an impact of 3.65%.
The company has long been carrying out improvement measures involving energy, water and packaging material savings.

Since August 2023, the winery's photovoltaic system has been fully operational. A decrease in the impact of energy can therefore be expected in subsequent years, a trend confirmed by the annual monitoring shown above. In addition, the inclusion of the impact of reactive energy significantly increased the electricity category. An energy analysis of the company's electrical system could help identify any non-functional absorptions.
Regarding bottle weight, the average weight of bottles appears to be stabilising below 550 g. The heaviest bottles are special formats (magnums) and sparkling wine bottles. 2022 was a particular year due to a shortage of glass bottles on the market. To meet production needs, the company purchased bottles as required from those available on the market. In 2023 the company made substantial purchases to build up stock, which significantly reduced purchases in 2024.

Water consumption in relation to bottled volume in 2022 was high. For 2023, the consumption indicated is net of the winery and decreased compared with the previous year. The high-water consumption is linked to the preferential use of steam for winery cleaning, which reduces the use of detergents and chemical products.
Considering the analysis carried out, these are the three main impact categories on which to concentrate efforts to reduce the company's water footprint.

Ethic-social pillar

The topics in this section are linked to the following SDGs:

Workers

The company monitors turnover through an updated list of workers, which also records the type of contract applied, the worker's origin, gender, age, contract duration and duration of the employment relationship.
It should be remembered that until December 2019 the Tenuta and Fertuna companies were united. All three Tenuta employees had already been hired before the split from Fertuna.
The workforce in 2024 is composed as follows:

Employees of Tenuta Fertuna S.R.L.

Gender	N°	Years since hiring (average years)	Permanent / fixed term	Type of contract	Age (Average)	Nationality
M	2	6	Permanent	Commercial	51	Italian
F	1	6	Permanent	Commercial	52	Italian

Employees of Fertuna Società Agricola Semplice

	Gender	N°	Contract duration (average)	Type of contract	Age (Average)	Nationality
Permanent	M	1	9	Agricultural	39	Italian
Temporary	M	4	1	Agricultural	50	Italian
Temporary	F	3	1	Agricultural	59	Italian

Considering the last five years:

- There have been no hires of young people or women in managerial roles.
- There have been no maternity/paternity cases.
- As there have been no maternity or paternity cases in the last five years, there have obviously been no cases of resignation or demotion following maternity/paternity leave.

The most recent retirement took place in 2021.

The workforce of the two companies has remained relatively stable over the years. In 2024 the agricultural company strengthened its workforce by hiring three additional fixed-term employees, including two women.
Considering that turnover is calculated only on permanent employees, the overall, positive and negative turnover rate for 2024 is 0.
In 2024 the companies had 11 employees in total: 7 men and 4 women. The only management role is held by a man.

Regarding relations with employees, the company applies the following criteria:
- respect for workers' rights;
- application of the sector-specific National Collective Labour Agreement (CCNL) to employees;
- freedom of association;
- equal opportunities;
- anti-discrimination;
- fair distribution of tasks according to the age and gender of workers.

There were no injuries in 2021 and 2022. In 2023 there was a single injury involving Fertuna Societa Agricola employees: an employee sustained a sprain injury to the right knee while walking, with a prognosis of 6 days, from 29/11 to 31/12/2023. In 2024, one female employee tripped and injured her wrist.
In 2022 anonymous questionnaires were submitted to the personnel of the two companies to monitor the company climate. The questionnaires were not repeated in 2023.
During the grape harvest, the company is open to collaborations with schools. In 2021, an intern from the school-work programme of the Agricultural Institute of Grosseto was present at the company. In 2022 and 2023 there were no requests from interns.
All employees of the two companies may send anonymous communications to the companies using the dedicated box located in the canteen area, which is shared by employees. In addition, on the Tenuta Fertuna company website there is a reporting/suggestion/complaint form that can be downloaded and sent to a company email address. No anonymous communications were received in 2022.
Workers are covered by the national collective contract. Salary also depends on the job classification recognised based on the worker's characteristics.
Overtime is paid in quarter-hour fractions. A time clock is present at the company.
At least once a year, the company promotes company visits or dinners for employees, including free board and lodging. During the Christmas period, each employee receives a gift hamper.
During the pandemic period, the company occasionally paid cash bonuses.
Meetings with personnel and management are held as needed. The small number of employees in the company facilitates direct dialogue.
Workers can speak directly with the Manager and request and obtain, as has already happened in the past, the conversion of their contract from seasonal/casual to permanent.
The company holds minuted meetings between ownership and personnel on socio-economic and environmental topics. The most recent meeting was dated 17/07/2025, during which the key points of the management system were discussed and ideas and suggestions exchanged for the implementation of certain procedures under the SOPD Equalitas standard.

The topics in this section are linked to the following SDGs:

Training

Training is managed by the external consulting firm "Professione consulenti".
The following is a report on mandatory training carried out in 2024 by employees of Tenuta Fertuna S.r.l. and Fertuna Societa Agricola Semplice.

FERTUNA SOCIETÀ AGRICOLA

Corso	Nominativo	Data
RLS COURSE (UPDATE UNDER 50 AWU)	ANTONELLI ADRIANO	12/12/2024
HACCP (AGRICULTURE WORKER)	BENETELLO MARCO, STEFANINI ENRICO	24/07/2024
HACCP MODULE A	RANIERI SILVIA	04/09/2024
HACCP MODULE B - agriculture	RANIERI SILVIA	05/09/2024
FORKLIFT OPERATOR LICENSE	ANTONELLI ADRIANO, BENETELLO MARCO, STEFANINI ENRICO	04/05/2024-28/08/2024
EXCAVATOR OPERATOR LICENSE	STEFANINI ENRICO	27/08/2024
PLANT PROTECTION PRODUCT APPLICATOR LICENSE	BENETELLO MARCO	08/04/2024
ALL TRACTORS OPERATOR LICENSE	BENETELLO MARCO	10/04/2024
FIRST AID (GROUP B and C)	ANTONELLI ADRIANO	18/09/2024
POOL MANAGER - TECHNOLOGICAL SYSTEMS OPERATOR	SPADI ROBERTO	06/05/2024
SAFETY - CHAINSAW AND BRUSHCUTTER OPERATOR	ANTONELLI ADRIANO, SPADI ROBERTO	6/11/2024
WORKPLACE SAFETY	BENETELLO MARCO, RANIERI SILVIA	20/04/2024-28/08/2024
AGRICULTURAL WORKER SAFETY	BENETELLO MARCO, RANIERI SILVIA, STEFANINI ENRICO	23/01/2024-14/02/2024-22/08/2024
Tenuta Fertuna S.r.l.		
FIRE SAFETY (LEVEL 2)	RIVELLA PAOLO	23/10/2024
SUPERVISORS COURSE	CARNETTI FRANCESCO	17/01/2024
RLS COURSE (UPDATE UNDER 50 AWU)	CARNETTI FRANCESCO	12/12/2024

TENUTA FERTUNA SRL

FORKLIFT OPERATOR LICENSE	CARNETTI FRANCESCO	28/08/2024
FIRST AID (GROUP B AND C)	RIVELLA PAOLO	18/09/2024

Every year, newly hired employees also receive training in the SOPD Equalitas standard, so that they understand the reasons behind the company choices that lead to continuous improvement in the field of sustainability.

The topics in this section are linked to the following SDGs:

Community relations

The company participates in the life of the community in which it operates.
In 2019, wine was donated and the refreshment point was managed for the "La maremmana" cycling rally (ciclo-maremma.it).
During the pandemic no events were organized, and the company did not participate in any type of event.
In 2022 Tenuta Fertuna once again sponsored the "La maremmana" event by offering wine as prizes. In that year the event was not hosted because it coincided with the "100 vini" event organised by the company itself in its company spaces in May (http://www.100vini.it/). The event brought more than 2,000 people, indirectly contributing to local economic development.

The company collaborates with the University of Milan, the Agricultural Institute of Grosseto and some voluntary training courses to activate internships and allow school-work alternation activities to take place at its company site.

Community surveys

Regarding relations with the community, since 2022 anonymous questionnaires have been distributed to the community to assess the positive and/or negative impacts that the company has on them. The data examined did not reveal any critical elements that could affect the liveability of the place. However, a lack of communication regarding projects carried out with the local community emerged, while an improvement was found in the environmental management of the territory. It should be borne in mind that the questionnaires were administered after two years in which public-facing activities had ceased due to the pandemic.
The company plans to repeat the questionnaires every three years in order to assess any changes and maintain strong contact with the local population.

Economic pillar

The topics in this section are linked to the following SDGs:

Sustainable accounting can be implemented through compliance with a series of good economic practices. Specifically, the Equalitas standard requires the implementation of:

- good corporate economic practices;
- good economic practices towards employees;
- good economic practices towards suppliers.

The organisation has a management control system that involves suppliers through the submission of a questionnaire to assess their environmental sustainability.
The company is adopting a system for measuring all resources used, to monitor consumption over time and track the effectiveness of investments made in sustainability.
The company summarises its 2024 economic performance below:

Data as of 31/12/2024	Euro
Revenue from core operations	1,357,320
Value Added	207,072
Gross Operating Margin	52,345
Profit for the year	16,187
Shareholders' Equity	602,940
Total Assets	1,792,547
Total Liabilities (excluding equity)	1,189,607
ROI	2.74
Net Financial Position	(369,521)

Investments in supportt of Sustainability

Works on the properties of Fertuna Societa Semplice Agricola are always promoted by Tenuta Fertuna S.R.L. The objectives contributing to sustainability improvement are shared between the companies..

ENERGY IMPROVEMENT OF BUILDINGS

In 2016, a project was started, completed in 2018, to extend the winery building of Fertuna Societa Agricola Semplice through the creation of a space used as a warehouse. During the extension, the building was modified to achieve a higher class of thermal insulation.
In 2022, insulation of the winery roof was completed at the same time as the roof itself was redone.

MORE EFFICIENT AND SAFER MACHINERY

In 2022, two pumps equipped with inverters were purchased, allowing reduced energy consumption, shorter processing times and greater operator safety.

RELAMPING PROJECT

As part of the real-estate investments made by Tenuta Fertuna S.R.L., all lighting fixtures were replaced with LED systems to minimise energy consumption. In the buildings of Fertuna Societa Agricola Semplice, relamping is ongoing. The new warehouse has been equipped with LED lighting and a timer. The barrel cellar has been equipped with low-consumption scenic lighting. The relamping project will continue over the years through the annual replacement of 10% of the lighting fixtures that still have high consumption, until the system is completed.

WATER TREATMENT

In 2002 a wastewater treatment plant combined with a phytodepuration system was installed, enabling full recovery of the water consumed in the activities of the two companies at the Gavorrano (GR) site. Regular maintenance and annual checks through analysis of the outgoing water ensure optimal management of winery wastewater.

SOLAR PANELS

In 2023 the company invested EUR 120,000 in the installation of photovoltaic panels on the winery roof, to reduce electricity consumption used for production activities, cooling the tanks and heating the rooms, mainly offices, in winter.

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DENOMINAZIONE SOSTENIBILE
3E
EQUALITAS

EMPLOYEE WELL-BEING

For employee well-being, an air-conditioning system was installed in the bottling section. In addition, an insurance policy was activated for Tenuta Fertuna workers, while the measure for Fertuna Societa Agricola was rescheduled. This latter objective is an issue that must be addressed with the parent company and group management, as there is no independent decision-making authority on this matter. For this reason, implementation timelines are difficult to estimate.
All employees were also trained in confined-space risk, to improve the company's overall risk perception.

MAINTENANCE OF CERTIFICATIONS

The consultancy and audit activity necessary for maintaining and controlling the management system continues annually, ensuring consumer trust and truthfulness regarding the data and communications concerning the company's commitment to continuous improvement.

CALCULATION OF THE COMPANY'S CARBON AND WATER FOOTPRINT

With a view to maintaining Equalitas certification and to keeping greater control over consumption and environmental impacts, every three years the company intends to calculate its carbon footprint and water footprint.

Future Strategic Objectives

In relation to the analysis carried out, the company has worked on the improvement areas and objectives identified the previous year, achieving energy and water savings and defining new investments for the coming years, as reported in the following table:

Year	Area	Objective	Activity
2025	Structural	Improve company sustainability	Review of the wastewater treatment plant with water analysis
2025	System	Improve company sustainability	Maintenance of SOPD Equalitas certification
2025	System	Maintain product quality and sustainability	Maintenance of Organic Certification for the winery
2025	Production	Modernisation of filtration systems	Purchase of new automatic filters
2026	Production	Expansion of finished-products warehouse	Expansion of the building through the construction of a new shed on the surface of the current concrete yard
2026	Structural	Reduction of company energy consumption	Partial covering of the new shed with photovoltaic panels
2026	Production	Reduction of packaging impact	Line of sustainable capsules made with recycled plastic recovered from the sea

The company will also assess its contribution to the promotion of the local community, seeking to further promote collaboration with local activities and the local community.

The topics in this section are linked to the following SDGs: