



Our Sustainability Approach

Current status

July 2023



Our Purpose

*“Great coffee to inspire a better world,
anywhere and anytime”*

Every day, EVOCA staff are committed to ensuring that this experience always applies at any time, anywhere in the world:
**Respect for people, the environment and the whole of society,
today and tomorrow.**

Our Values



TRUST

You can always count on us to build successful stories and relationship.



PASSION

We love what we do: we work every day with enthusiasm to improve ourselves.



EVOLUTION

We govern change, we generate sustainable innovation.

The Taste of Sustainability

Evoca has started a process of sustainable evolution according to environmental, social, and governance (ESG) principles.

The company embarked on an ambitious journey with the launch of "The Taste of Sustainability" project. This comprehensive program aims to identify and encourage sustainable practices throughout the company's activities and reflects the company's overarching objective to cultivate a concrete culture of sustainability, engaging not only its dedicated staff but also its valued stakeholders.

Identify a Evoca projects
that relate to sustainability.



The three core elements of "The Taste of Sustainability."



ENVIRONMENTAL

The respect for the environment has a very clear goal: to leave a better future for the next generations. Our environmental certifications and product life cycle assessments serve this aim. We prioritize the use of eco-friendly, resource-efficient materials that can be recycled once the product reaches the end of its useful life.



SOCIAL

The social dimension includes all the activities organized for our people and for local communities: we are fully committed to these initiatives, from company welfare projects to the initiatives dedicated to balance work and private life, from continuous training on health and safety topics to the support to associations and local initiatives.



GOVERNANCE

Governance refers to all the best practices for the management of the company: compliance with law and codes of conduct, which the Board of Directors must first comply with, the code of ethics and the supplier code of conduct.

The sustainability roadmap

The sustainability roadmap is based on four main pillars:



CLIMATE

Set science based emission reduction targets in line with SBTi criteria and recommendations.



PRODUCT STEWARDSHIP & DESIGN

Design and manufacture products that are safe for people and environment, striving for continuous improvement.



PEOPLE AND TALENT

Protect and provide opportunities for personal and professional growth to employees and collaborators, promoting a culture of diversity and equality.



GOVERNANCE

Be transparent and accountable for our stakeholders through strong and effective corporate governance practices.



For each pillar, we have defined:

Strategy - Objective - Performance indicators functional to the objective - SDGs (Sustainable Development Goals) referring to the 2030 Agenda.

Science-based emissions reduction target



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

02/2023

Evoca committed to
setting science based
targets.

2030

Evoca reductions to be
achieved.
Scope 1+2+3

By the end of 2023

Evoca will defined the short
term targets.
Scope 1+2+3

Life Cycle Assessment tool



Evoca developed, with Quantis, a screening life cycle assessment and eco-design tool to calculate the Evoca coffee machines footprint.



100 R&D people have already been trained to use the tool and understand the results.



Evoca is able to identify the primary factors contributing to the climate impacts of its products and improve them from the earliest stages of product development.

In 2022, Evoca developed, in partnership with Quantis, a screening life cycle assessment and eco-design tool to calculate the product footprint of Evoca's coffee machines and support the R&D team in making material and design choices that maximize product sustainability.

To ensure its teams would use the tool to its fullest potential and deliver more sustainable outcomes, Evoca needed to engage them around the "why" behind the project and ensure they were fully trained on how to use the tool.

Through workshops and insights provided by the tool, Evoca's team was able to identify the main sources of its products' climate impacts and the potential eco-design strategies that could be implemented to enhance environmental performance.

Evoca used the insights gathered during the assessment phase to prioritize key issues and develop a sustainability roadmap. Using the eco-design tool to compare different machine design and production scenarios, the company can now quickly optimize and improve its products during the earliest stages of product development.



We protect and develop our people

Evoca carried out the first Employee survey in Italy in 2022.

Listening to the personal and working experience of our employees is a key driver for our growth. Thanks to the feedback of the 1100 persons involved, strengths and areas for improvement have been identified.

81% of people said they would recommend Evoca as employer to their acquaintances.

Evoca promotes a culture of diversity and equality.

All company initiatives aim to create a working culture where all persons feel equally listened to and actively involved. Inclusion in the Company is guaranteed ever since the recruiting stage; the access to opportunities, resources and growth paths is granted to all, regardless of political, sexual, gender, religious orientation, just to mention some examples.

We protect and develop our people

EVOCA supports a better work-life balance for employees.

Offering remote working, part-time, welfare solutions and time-saving services.

EVOCA Spa has participated in the Workplace Health Promotion program since 2017 and has been recognized “healthy place” ever since.

We want to promote health at the workplace encouraging best practices and promoting active participation.

We protect and develop our people

Listening, internal communication, engagement.

Growth and development of a community are determined also by an immediate, effective and continuous communication. A company intranet, monitors, meetings with the Management allow constant updates and foster engagement.

Professional development.

The success of the company is made by its talented and skilled people. Every year the job performance evaluation processes allow to identify personal areas of growth and to suggest appropriate actions.

We support our communities



Passion for sport is in Evoca's DNA!

Not only do we promote sports activities among our employees but we are also proud sponsors of the first volleyball team, Valpala Volley - based in Valbrembo, Italy, close to our headquarter.



Educational projects in 2022 and 2023 with schools and universities:

the future of Evoca passes also through the young generations. In 2022 Evoca Spa strengthened relationships with some local High Schools and Universities, hosting the students but also witnessing its experiences in the school classrooms.



Annual charity internal initiatives for «Aiuto Donna».

A non-profit association based in Bergamo to prevent and fight all forms of violence against women.

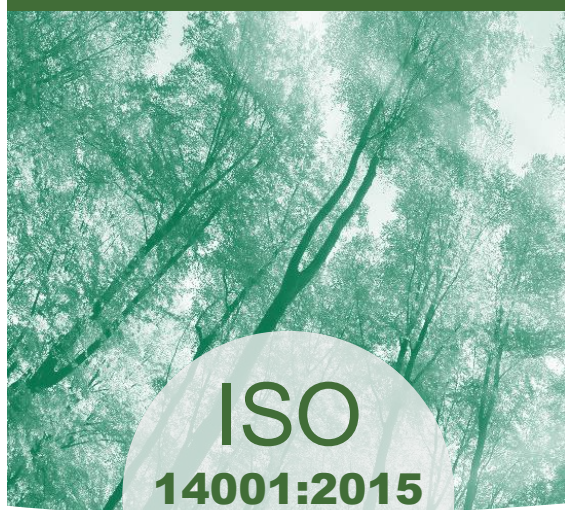


Group charity

Fundraising campaign for the Ukrainian population in 2022 and for Turkish and Syrian population affected by earthquakes in 2023

EVOCA integrated Health, Safety and Environment Policy

ENVIRONMENTAL MANAGEMENT



**ISO
14001:2015**

CERTIFIED
COMPANY

For Valbrembo, Mozzo, Mapello and Barcelona manufacturing sites

HEALTH AND SAFETY MANAGEMENT



**ISO
45001:2018**

CERTIFIED
COMPANY

For Valbrembo, Mozzo, and Mapello manufacturing sites

QUALITY MANAGEMENT



**ISO
9001:2015**

CERTIFIED
COMPANY

For Valbrembo, Mozzo, Mapello, Parma, Orcenico, Barcelona and Jibou manufacturing sites

Evoca Sustainability Report

The first annual report has been published in **July 2023** (2022 data).

EVOCA
G R O U P

 **the
taste
of
sustainability**

www.evocagroup.com

