



Ferrero GRI Content Index

Ferrero Group Sustainability Report 2024

Statement of use	Ferrero Group has reported in reference to the GRI Standards for the period September 1st, 2023 – August 31st, 2024.		
GRI 1 used	GRI 1: Foundation 2021		
GRI Standards	Disclosure	Location	Direct Answers FY 2023/24
GRI 2: GENERAL DISCLOSURES (2021)			
The organization and its reporting practices			
2-1	Organizational detail	About Ferrero Group (page 5) Governance (page 12) About this report (page 87)	
2-2	Entities included in the organization's sustainability reporting	About this report (page 87)	
2-3	Reporting period, frequency and contact point	About this report (page 87)	Key point of contact: group.communications@ferrero.com
2-4	Restatements of information	About this report (page 21,24 and 87)	
2-5	External assurance	Assurance letter (page 122)	
Activities and workers			
2-6	Activities, value chain, and other business relationships	About Ferrero Group (page 5) Our value chain (page 8)	
2-7	Employees	Annex III: Ferrero's key performance indicators (page 107)	
2-8	Workers who are not employees	Annex III: Ferrero's key performance indicators (page 107)	
Governance			
2-9	Governance structure and composition	Governance (pages 12-15)	
2-11	Chair of the highest governance body	Executive Chairman's statement (page 3)	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance (pages 12-15)	
2-13	Delegation of responsibility for managing impacts	Governance (pages 12-15)	
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 (page 15)	

GRI Standards	Disclosure	Location	Direct Answers FY 2023/24
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Executive Chairman's statement and Chief Executive Officer's statement (pages 3-4)	
2-23	Policy commitments	Sourcing ingredients sustainably (page 40) Promoting responsible consumption (page 59) Responsible communications, marketing and labelling (page 66) Empowering people (page 71) Building an inclusion culture (page 74) Human rights (page 80) Governance (page 15)	
2-24	Embedding policy commitments	See above list of pages where the information resides	
2-25	Processes to remediate negative impacts	Human Rights Progress Report	
2-26	Mechanisms for seeking advice and raising concerns	Governance (page 15)	
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	Annex II: External Stakeholders (page 98)	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Engaging with our stakeholders (pages 16-17)	
2-30	Collective bargaining agreements	Employment and labour relations (page 77)	

GRI Standards	Disclosure	Location	Direct Answers FY 2023/24
MATERIAL TOPICS			
Climate action			
3-3	Management approach	Protecting the environment (page 19) Climate change (pages 21-27)	
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	Annex III: Ferrero's key performance indicators (page 99)	
302-3	Energy intensity	Climate change (page 25)	
302-4	Reduction of energy consumption	Climate change (page 25)	
GRI-305: Emissions (2016)			
305-1	Direct (scope 1) GHG emissions	Climate change (page 21 and 24) Annex III: Ferrero's key performance indicators (page 100)	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 FY 23/24: 22,437.53 tCO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	Climate change (page 21 and 24) Annex III: Ferrero's key performance indicators (page 100)	
305-3	Other indirect (Scope 3) GHG emissions	Climate change (page 21 and 24) Annex III: Ferrero's key performance indicators (page 100)	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)	Annex III: Ferrero's key performance indicators (page 102)	
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 19) Packaging (pages 30-36)	

GRI Standards	Disclosure	Location	Direct Answers FY 2023/24
GRI-301: Materials (2016)			
301-1	Materials used by weight or volume	Packaging (page 34) Annex III: Ferrero's key performance indicators (page 102)	
301-2	Recycled input materials used	Packaging (page 34) Annex III: Ferrero's key performance indicators (page 102)	
Supplier engagement and transparency			
3-3	Management approach	Sourcing ingredients sustainably (pages 40-49)	
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 42-47) Annex III: Ferrero's key performance indicators (page 103)	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 42-47) Annex III: Ferrero's key performance indicators (page 103)	The percentage of new suppliers screened is not available yet
Human rights in supply chain			
103-2	Management approach	Sourcing ingredients sustainably (pages 40-41, 48) Empowering people (page 71) Employment and labour relations (page 77) Human rights (pages 80-81)	
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 2023/24
GRI-408: Child Labor (2016)			
408-1	Operations and suppliers at significant risk for incidents of child labor	Sourcing ingredients sustainably (page 48)	
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 48)	
GRI-412: Human Rights Assessment (2016)			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sourcing ingredients sustainably (pages 42, 48, 50-53)	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 54-56)	
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	Annex III: Ferrero's key performance indicators (page 104)	
304-2	Significant impacts of activities, products and services on biodiversity	Sourcing ingredients sustainably (pages 44-47, 54-56)	304-2b currently not available.
Nutrition, health and lifestyles and Reponsible communications, marketing and labelling*			
3-3	Management approach	Promoting responsible consumption (page 59) Nutrition, health and lifestyle (pages 63-65) Responsible communications, marketing and labelling (pages 66-68)	
GRI-417: Marketing and labelling (2016)			
417-3	Incidents of non-compliance concerning marketing communications	Responsible communications, marketing and labelling (pages 66-68)	
Diversity and inclusion			
3-3	Management approach	Empowering people (page 71) Building and inclusion culture (pages 74-76)	

* 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 2023/24
GRI-401: Employment (2016)			
401-1	New employee hires and employee turnover	Annex III: Ferrero's key performance indicators (pages 111-115)	
GRI-405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	Annex III: Ferrero's key performance indicators (pages 109-110)	
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 59) Products and ingredients safety and quality (pages 60-62)	
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 19) Industrial and food waste (page 29)	
GRI-306: Effluents and Waste (2016)			
306-2	Waste by type and disposal method	Industrial and food waste (page 29) Annex III: Ferrero's key performance indicators (page 102)	
Water management			
3-3	Management approach	Protecting the environment (page 19) Water management (page 28)	

GRI Standards	Disclosure	Location	Direct Answers FY 2023/24
GRI-303: Water and Effluents (2018)			
303-3	Water withdrawal	Water management (page 28) Annex II: Ferrero's key performance indicators (page 101)	
303-4	Water discharge	Water management (page 28) Annex II: Ferrero's key performance indicators (page 101)	
Employee occupational health and safety and wellbeing			
3-3	Management approach	Empowering people (page 71) Health and safety and wellbeing (pages 78-79)	
GRI-403: Occupational health and safety (2018)			
403-1	Occupational health and safety management system	Health and safety and wellbeing (pages 78-79)	
403-2	Hazard identification, risk assessment and incident investigation	Health and safety and wellbeing (pages 78-79)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety and wellbeing (pages 78-79)	
403-6	Promotion of worker health	Health and safety and wellbeing (pages 78-79)	
403-9	Work-related injuries	Health and safety and wellbeing (pages 78-79) Annex III: Ferrero's key performance indicators (page 120)	
Employee satisfaction and development			
3-3	Management approach	Empowering people (page 71) Engaging people (page 72)	
GRI-404: Training and development (2016)			
404-1	Average hours of training per year per employee	Engaging people (page 72) Annex II: Ferrero's key performance indicators (pages 117-119)	
404-3	Percentage of employees receiving regular performance and career development reviews	Engaging people (page 72)	