

## Description of the social enterprise – information sheet

### Risto3 Cooperative enterprise



<b>A. Identification data</b>	
1. Name of the enterprise	Risto3
2. Location/Address of the enterprise	Via del Commercio, 57 – 38121 Trento
3. Website of the enterprise	<a href="http://www.risto3.it">http://www.risto3.it</a>
4. Legal organisational form	Cooperative enterprise, work and services sector
<b>B. Good practice of the social enterprise</b>	
Aspects that recommend the social enterprise as a good practice in the particular sector.	Risto3 is the biggest workers' cooperative of the region, employing more than 1.000 people and reaching all local communities on the whole territory. It is a big success story on how a cooperative enterprise can grow and compete on the market with companies for profit without losing its cooperative values of social integration and care for the members.
<b>C. Context:</b>	
1. Year of Founding	1990, as a result of the unification of the two other catering coops founded in 1979 and 1982.
2. Context of start-up – problem that the enterprise was set up to solve, economic social rationale	Risto3 was established in order to be more competitive on the whole territory and gain a better economic leverage for public tenders.
3. What are the Main Activities of the entity?	Entrepreneurial activities in the food sector (school canteens, lunch halls, food services for individuals and companies, banqueting and catering), professional and cooperative training for workers, production and selling of food products, distribution facilities management, consulting and training for external users, information, network development, facility maintenance.
4. Who are the Main stakeholders (i.e. members, clients, producers, etc.)?	Working members, users (children and adults), suppliers, local communities, banks, and other cooperatives of the system.
5. Geographic coverage with respect to: i) to production of services and/or goods and ii) market/consumers or beneficiaries, clients, etc.	The whole province of Trento (over 6.000 km <sup>2</sup> ) and beyond, up to Feltre in the Veneto region.
<b>D. Ownership Structure</b>	
1. What is the ownership structure of the entity: i.e., does the entity have shareholders, owners/members, donors, trustees, investors, etc.?	Members (both natural and legal subjects) own the cooperative.

2. If membership, is membership open or closed? Is exclusivity required?	Open to an unlimited number of working members. Members could be of 3 kinds: ordinary, special and financing.
3. Is a capital contribution required? If so, how much? Is equity capital unallocated or individualised?	Yes, there is a capital contribution. Each member signs up for his/her contribution, which can vary within the minimum and the maximum provided by law. Equity capital is unallocated.
4. Describe in a few words the voting distribution (e.g. one member-one vote; proportional to equity contribution; proportional to use, etc.).	One member-one vote
5. Describe in a few words the main benefits for members or owners.	Earnings, increase in value of the social capital, supplementary health care, supplementary retirement fund, reductions and discounts at the cooperative's restaurants and services, shopping vouchers, fringe benefits.
6. Indicate any <u>main changes</u> in ownership over the lifetime of the entity.	Increase in the number of working members, constant increase in the social capital.
<b>E. Governance</b>	
1. Describe the governance structure of the entity (board, management, committees, etc.), number of members and method of selection (appointed or elected and by whom).	Governance bodies are: members' assembly; management board; statutory auditors. The management board is made up of 15 members, 3 statutory auditors and an auditor. Board members are elected by the members' general meeting by relative majority.
2. Is there an entity or process for oversight of the board?	Yes, there are 5 statutory auditors (3 effective and 2 deputies). Auditing functions are carried out by external auditors from the Auditing and Supervisory Department of Trentino Federation of Cooperation. Members have access to all the admin documentation and minutes.
3. Are there external independent board members?	No
4. Are there term limits for board members?	The board composition can vary between a minimum of 5 members to a maximum of 15. Board members are elected every 3 years and can be re-elected.
5. What is the gender composition of the board?	Out of 15 board members, 9 are women (65% of the board is female)
6. Describe management and board salary/compensation policies and how they are decided/determined?	Risto3 has a principle of equal treatment between members and administrators. The administrators and the statutory auditors' earnings are determined by the general meeting.

<b>F. Profit/ benefits/ surplus distribution policies</b>	
1. Describe briefly the distribution policies and procedures for profits / benefits / surplus	The general members' assembly can deliberate to assign earnings to the working members, by means of an increase in salary or by a free of charge increase in the nominal value of their equity.
2. Are members/owners liable for losses of entity? Describe how liability is shared.	Members are liable for losses only with their capital stock. Conditions are foreseen in the coop statute and Civil Code.
<b>G. Strategy: highlight approaches adopted to address the identified challenges</b>	
1. Describe briefly the business strategy looking at aspects like: main products/services, market niche, market share, quality and pricing/costs and <u>main changes</u> occurred in time.	Risto3 business strategy is oriented towards quality, local production and well-being and satisfaction of all stakeholders, from workers to clients. These aspects are heavily reflected in the production and services provided by Risto3, which attributes great value to food hygiene, environmental impact, social responsibility and workers' security. Risto3 has become leader in the niche of school canteens, lunch halls and catering, having the region's largest market share in the sector.
2. Describe briefly the relation between the business strategy and the social mission of the enterprise.	Risto3's social mission focusses on 3 main elements: to improve members' working conditions, being well-established in the territory and within local communities, and to constantly improve quality for clients. The business strategy is therefore oriented to satisfy and improve these 3 main elements, aiming at an increased quality of production that valorises local products in an increasingly more efficient, democratic and family-oriented human resource management policy.
3. Please describe briefly the strategic partners or alliances that the enterprise has.	Risto3 is a member of the Trentino Federation of Cooperatives and of CLA, the consortium for labour and environment coops. Moreover, it has its own representative in Cooperfidi (the cooperative that acts as authority for bank credits) and in the sectorial committee that drafts the strategic guidelines for the whole sector. It also has strategic partnerships with the Cooperative Women's Association, several cooperative banks and a cooperative training centre.
4. Please describe briefly the methods and practices of communication/relationships with Stakeholders (members, community, donors, NGOs, etc.),	Communications are via 2 websites for the company and for the clients, the monthly magazine, yearly school calendars and some publications.
5. Innovation and key performance factors	Locally produced and organic foods are predominantly used in order to support the local economy. Different types of flexitime are offered to help members (who are mainly women/working mothers) better organize and balance work and family needs.



6. Human resources - personnel	
- No. of employees	1.060 employees
- No. of volunteers	
- No. of members	400 members
<b>H. Outcomes: results achieved and lessons learned</b>	
- Assets (raw numbers)	32.299.759€
- Capital (raw numbers)	5.265.322€
- Production	40.943.984€
- Turnover /sales	40.790.838€
- Profit/loss	1.136.825€
<b>Contact info</b>	
<b>Address</b>	Via del Commercio, 57 – 38121 Trento
<b>Webpage</b>	<a href="http://www.risto3.it">http://www.risto3.it</a>