



SUSTAINABILITY POLICY

We are a **Group of Companies**, each characterized by history, peculiarities, specific skills and proven ability to operate both individually and in synergy, all guided in their operations by a **clear vision of tomorrow** combining technological and managerial skills in creating a **tangible and positive impact on the future**. The Sustainability Policy expresses our commitment to generating value for all our stakeholders by integrating **environmental, social and governance (ESG) sustainability issues** into our strategies and business models, distinguishing ourselves through the identity principles of the "3Rs" expressed in the "**Rosetti Marino Manifesto**".

This **Sustainability Policy** is a concrete commitment to ensure that the values and principles listed below are translated into measurable goals and objectives, and are periodically reviewed and updated to be consistent with the changing environment we operate in.

PEOPLE

Enhance **human capital**, ensuring a safe, healthy and inclusive work environment.

Foster the **development of skills and competencies**, through work experience, training and professional growth, so that everyone contributes to the realization of their potential and the achievement of company objectives.

Promote **collaboration among people** working in the Group's Companies in Italy and abroad in order to encourage inclusion, respect for diversity, exchange of cultures, ideas and experiences.

Ensure **respect for human rights** and adopt workplace behaviors aimed at respecting people, their dignity, and equal opportunities, combating all forms of discrimination.

ENVIRONMENT

Minimize environmental impact and move towards carbon neutrality by reducing energy consumption, air emissions and waste production, through continuous improvement of the quality and efficiency of our processes and the services and products we provide, with particular attention to those delivered for the **Renewables** (Wind Offshore Substations, Biomethane) and **Carbon Neutrality** (Carbon Capture and Storage, De-carbonization of Plants) markets.

As **Supply Chain Leader**, we engage and raise awareness among suppliers involved in our supply chain in a **concrete commitment** towards compliance with ethical, environmental and social standards, ensuring **transparency and sustainability** throughout the production process.

Continuously improve our **systems for identifying and assessing environmental risks and impacts** and implementing the necessary prevention and mitigation measures related to them.

Increase training and awareness on the **efficient use of energy resources and raw materials** in order to direct our behavior towards environmental protection and waste reduction.

SOCIAL WELLBEING

Ensure **social welfare in the contexts in which we operate, both nationally and internationally**, by promoting employment development and improving local social conditions, fostering solidarity and anti-poverty initiatives.

Promote the **development of training activities and employment opportunities for young people**, establishing collaborative relationships with schools and universities in order to create skills in line with the needs of our business.

Collaborate with local public and private entities to **support the dissemination of culture** and the organization of artistic and sports initiatives and events of interest to the entire community.

GOVERNANCE AND WORK ETHICS

Respect the **Code of Ethics** by adopting integral, fair and consistent behaviors towards all our Stakeholders, spreading the culture of legality and enhancing **ESG aspects** throughout the value chain.

Maintain an appropriate **corporate governance structure** to ensure that decision-making processes take place clearly, transparently and with control mechanisms that adequately protect all Stakeholders.

Inform Stakeholders about actions taken and results achieved through **constructive and transparent communication** and an **ESG reporting system** also aimed at promoting Sustainability Awareness and Culture among all Stakeholders.

ECONOMIC DEVELOPMENT

Research, engineer and develop increasingly efficient and sustainable technological solutions aimed at improving the performance of our products and services in terms of both life cycle and **environmental-economic-social (ESG) impact**, focusing on diversifying our product portfolio towards solutions that contribute to carbon neutrality, thereby fostering continuous improvement in our sustainability performance.

Integrate **sustainability into business processes**, in accordance with current European directives and standards, with a view to assessing our own direct impacts and those generated by our supply chain, encouraging improvements in our **sustainability performance**.

Identify **measurement systems and key performance indicators (KPIs)** to monitor key ESG performance, mitigating related risks and seizing opportunities, ensuring that the company's conduct is consistent with its strategy and business model.

Promote **value creation by fostering development and continuity** for our business, with a focus on operational and economic results, generating positive impacts on employment local economy.



**RESPECT
RESPONSIBILITY
RESULT**

Oscar Guerra
Chief Executive Officer of Rosetti Marino SpA