



We are a **Group of Companies**, each characterised by specific features, competences and proven capability to operate both individually and in synergy; however, we all share the same **Values**. The advantage to work as a «Group» is a key factor for our success which allows us to cope with confidence the most challenging market opportunities.



We acknowledge the development and dissemination of the **Culture of Sustainability** as a strategic choice for managing our business. Our goal is to contribute to the **Economic Development, Social Welfare and Environmental Protection** in our communities and in the countries where we operate, with a specific focus on the following commitments:

PEOPLE

Fostering **collaboration** among workers of the Companies of the Group, in Italy and abroad, for the purpose of facilitating their **integration, cultural exchange**, sharing of ideas and experiences.

Ensuring People’s **health** on the workplace and promoting the **safety** culture.

Promoting and implementing **human rights** and choosing approaches aimed at **respect** for individuals, for their **dignity**, guaranteeing **equal opportunities** on the workplace.

Facilitating **professional development, training and growth** allowing everyone to contribute to achieving corporate objectives and to fulfil their potential .

ENVIRONMENT

Minimizing the environmental impact by reducing energy consumption, emissions in the atmosphere and waste production through the increase of quality and efficiency of our production and servicing processes.

Continuously improving our management systems for detection, **risk assessment** and environmental impact measurement, as well as implementing all relevant **prevention and mitigation** measures.

Increasing **awareness** about the efficient use of energy, resources and materials which will encourage behaviours geared towards **waste reduction**.

ETHICS AND ECONOMIC DEVELOPMENT

Running our business as a going concern, through a result-oriented operational and economic approach, which should have a positive impact on **employment and the related industries**.

Adopting the sound, fair and consistent behaviours stipulated in our **Code of Ethics** towards all stakeholders; disseminating the culture of legality and enhancing socio-environmental aspects throughout the value chain.

Engineering and implementing **technological solutions** aimed at enhancing the performances of our products and services, both in terms of innovation, life cycle and economic-environmental impact.

Establishing constructive and transparent **communication with our stakeholders**, informing them about our actions and achievements.

SOCIAL WELLBEING

Ensuring the **Local Content** in order to promote employment and social wellbeing in the communities where we operate; encouraging **charitable initiatives** and fighting poverty.

Collaborating with local Institutions with a view to promoting **culture** and organisation of events in the fields of the arts, sports, and **of interest to the community**.

Promoting actions aimed at providing **training and employment opportunities for young people**, working together with schools and universities to provide competences in line with our business requirements.

This **Sustainability Policy** states the commitment of the **Rosetti Marino Group of Companies**, starting from its top management, to make sure that its general principles are declined into measurable objectives and goals, as well as being regularly reviewed and updated on the basis of the change of the context which we operate in.

Ravenna, 18th January 2021

The Chief Executive Officer
Oscar Guerra