

## ESG POLICY for Sustainability

SITIE's vision and core values are oriented towards the sustainability of corporate activities and the adoption of a medium-long term perspective. Corporate decisions are based on respect for the rights of individuals and the protection of society, with particular attention to the future needs of new generations. The creation of corporate value is based on the principles of circular economy and sustainable development, on attention to health and safety at work and on the involvement of Stakeholders.

SITIE is committed to

- **To responsibly manage the economic, social and environmental impacts of its activities and pursue continuous improvement in the quality of performance, adopting a system oriented towards the control of business risks and transparency towards the market**
- **To operate in compliance with the laws and regulations in force in the countries in which it carries out its business, condemning any phenomenon in violation of Decree 231/01 and adopting all measures to prevent and avoid the commission of crimes**
- **To promote the sustainability of the value chain: from the procurement phase, involving the supply chain, to the production phase**
- **To enhance personnel according to growth models that respect diversity, personal dignity, equal opportunities, heterogeneity, human rights and non-discrimination, avoiding favoritism and concessions and to guarantee a constant commitment to improving health and safety performance in a professionalizing work environment, ensuring the well-being of workers and preserving the balance between private and working life**
- **To comply with legal obligations in terms of health and safety of workers and impacts on the natural environment and to ensure continuous improvement based on the principle of prevention and minimisation of risks**
- **To minimize and optimize the impact that its activities generate on the environment, constantly considering the risks associated with climate change, CO<sub>2</sub> emissions, air and water pollution and waste by managing energy, water and other natural resources in a sustainable way, enhancing their uses and paying particular attention to the rationalization of their final uses, also raising awareness among its employees of the responsible use and correct disposal of waste**
- **To monitor and communicate performance transparently to Stakeholders**
- **To maintain an open, constructive and dialogic relationship with its Stakeholders, to enhance their contributions to the company's strategies and objectives and to contribute to the construction of a safe and sustainable future**

SITIE implements and maintains this Policy, distributing it to all personnel and all Interested Parties, adopting the necessary initiatives for its implementation and subjecting it to regular monitoring, also in order to promptly identify any need for updates.

Chairman of the Board of Directors

