



Rizzani de Eccher has always oriented its own strategies towards a sustainable business model, which integrates economic objectives with environmental, social and governance ones (ESG).

Rizzani de Eccher's business guideline is to create value for all the stakeholders committed with productive chain through a long-term continual improvement

VISION

Rizzani de Eccher's strategic vision is clearly represented by its motto:

"BUILDING THE FUTURE"

Rizzani de Eccher is strongly committed in creating long-term benefit through an integrated assessment of social, environmental and governance context.

Its policy is based on the fact that:

- The organization's decision-making integrates economic, social and environmental factors in order to get positive results in each one;
- Planning, design and construction are pursued in order to meet today's needs without compromising the natural, human and financial capital for future generations

REV.	DATE	DESCRIPTION
04	27.03.2023	Update with PdR 125

GENERAL PRINCIPLES

The business activity is developed entirely around the sustainability model outlined in the Code of Ethics, which identifies a set of principles considered to be a priority, capable of guiding the modus operandi of everybody and generating positive externalities in terms of sustainable development.

Furthermore, **Rizzani de Eccher's** approach is inspired by the principles set out in legislation and standards issued by national and international organizations, including:

- the principles of the United Nations Global Compact;
- the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organization (ILO);
- the Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social and cultural rights;
- the United Nations Conventions on women's rights, on the elimination of all forms of racial discrimination, on the rights of the child, on the rights of people with disabilities;
- the 2030 Agenda for sustainable development adopted on 25 September 2015 by the General Assembly of the United Nations and the related 17 Sustainable Development Goals (SDGs).

VALUES

Main Rizzani De Eccher's values concern:

- The promotion of a responsible and transparent ethical behavior among all the stakeholders
- The creation of a dynamic and stimulating working environment, in which the growth of resources is promoted and the respect of human rights is guaranteed
- The encouragement of complete fairness of rights independently of gender, race and political and religious orientations
- The environmental protection by acting with the best technical and organizational solutions to reduce environmental impacts and pollution, to optimize the consumption of raw materials and energy and to promote renewable resources and the reuse and recycle of products
- The commitment to mitigate negative, social and economic environmental impacts

In carrying out its activities, Rizzani de Eccher is committed in promoting these principles also towards collaborators, business partners and suppliers.

AREAS OF ATTENTION

The objectives of Rizzani de Eccher are developed in the following four areas, considered as priorities:

- Environmental protection
- Protection of workers and human rights
- Sustainability in purchasing
- Ethics and responsible investments

ENVIRONMENTAL PROTECTION

Rizzani de Eccher:

- ➔ is committed to improving the sustainability of existing products, while seeking innovative ones and strengthening environmental initiatives for a better use of resources.
- ➔ ensures its activities' sustainability by applying a transversal model to all processes and all company functions.



Environmental protection is promoted through following objectives:

→ Reduction of direct environmental impacts

The company recognizes the importance of implementing processes and technologies aimed at reducing energy consumption and related greenhouse gas emissions, in order to contribute to the mitigation of climate change and is committed to optimizing energy consumption. The company also makes its employees aware of the responsible use of resources and adequate waste disposal and encourages digitization, preferring telematic and digital communication channels, with the exclusion of the documentation that must necessarily be made available also in paper form, in a perspective of progressive reduction of paper consumption. To improve its performance and assess its impacts, Rizzani de Eccher collects specific indicators for monitoring energy consumption and related emissions and undertakes to reduce greenhouse gas emissions, improving the efficiency of the plants and increasing the use of fuels that contain less carbon.

→ Protection of water resources

The company promotes the sustainable management of water resources through technologies and practices for consumption's monitoring, reduction and reuse water. It evaluates the quality of wastewater, taking measures to prevent rainwater pollution. Within its projects, it implements measures to minimize the impact of its activities on the quality of water from watercourse crossings.

→ Protection of biodiversity

The company considers the presence of protected areas and areas of importance for biodiversity, the presence of threatened and endangered species and ecosystems of ecological and social importance in the evaluation of projects and operational practices. It identifies and evaluates all the potential impacts of its operations on biodiversity and implements mitigation actions, in order to minimize any negative effects.

PROTECTION OF WORKERS AND HUMAN RIGHTS

Rizzani de Eccher:

- ➔ is engaged in a wide range of activities aimed at promoting respect for people and their rights, for the environment and, more generally, for the widespread interests of the communities residing where the company operates.
- ➔ manages its activities taking into account stakeholders' interests and, through its entrepreneurial activities, it contributes to the creation of socio-economic conditions necessary for the respect of Human Rights.
- ➔ The organization is committed to all the requirements of the SA8000 and ISO 30415 Standards, both in its daily work and in a strategic perspective.



- ▶ It allows in a transparent way to all employees the transmission of suggestions, concerns or litigation through specific Social Performance Team email SPT@rde.it.

Protection of workers and human rights is promoted through following objectives:

→ Diversity and inclusion

The company does not allow any discrimination based on ethnic group, gender identity, sexual orientation, religion, age, physical appearance, health, disability, health condition, trade union activity, political orientation, family and marital status, citizenship, social background, or any other form of discrimination contrary to the law. In addition, in working relationships with colleagues and with external subjects, it refuses any attitude that could give rise to physical, sexual, psychological, verbal harassment or violence of any other type. Furthermore, Rizzani de Eccher guarantees equal opportunities in all company processes, including personnel management, selection, training, professional development and the definition of remuneration and welfare systems.

→ Gender equality

The company is committed to proceeding with the enhancement of the diversity present in the roles that operate in the organization and maintaining processes capable of developing and empowering women in business activities. The attention of the organization in the path that ensures the achievement and maintenance of this goal focuses its efforts in the following UNI 125: 2022 areas:

1. Culture and strategy, that is the promotion of gender equality at all levels, the awareness and training of personnel and the repression of any behavior contrary to the principles of equality;
2. Governance, that is the definition of concrete actions, objectives and indicators that make it possible to monitor the effective quality of working life of female personnel in the company;
3. HR processes, that is the definition of equal processes in the field of research, selection, hiring, training, evaluation, promotion and all other areas of personnel management;
4. Opportunity, that is the willing to increase female personnel in the company, at all levels;
5. Equity in remuneration, that is the fight against any form of gender gap in the field of remuneration;
6. Parenting, that is enhancing the aspects of family management and care for third parties that may affect the lives of company personnel and promotion of work-life balance.

→ Fair and favorable working conditions

The company is committed to structuring the work of its people in order to avoid excessive loads and ensure the right balance between private life and working life. Working hours are managed in line with the provisions of law and collective bargaining agreements, in the countries where they apply, ensuring employees legitimate weekly rest periods and holidays, as well as maternity/paternity leave, sick leave and any other permitted by law. Furthermore, the company is committed to guaranteeing the right for all workers to fair remuneration, ensuring that there are no unjustified differences in remuneration between employees with the same professional characteristics and adopting remuneration policies consistent with the regulations in force in the various countries in which it operates.

→ Fight against child and forced labor

The company does not tolerate any form of child labor and, for this reason, undertakes not to involve individuals under the minimum age indicated by international standards and local regulations, and even if these are deficient or not present in the countries where operates, guarantees that minors are not employed for carrying out activities that could jeopardize their psycho-physical well-being and the right to education. Furthermore, it proactively counteracts any form of forced or compulsory labor, meaning as such any work or service extorted from a person under threat of punishment or for which that person has not volunteered.

→ Health and safety

The company fulfills the legal obligations regarding health and safety provided for in the various countries in which it operates and undertakes to create an adequate work environment from the point of view of the safety and psycho-physical health of its employees and collaborators, promoting the adoption of appropriate preventive actions within the company premises. Each worker must pay the utmost attention in carrying out his/her activity, strictly observing all the safety and prevention measures established, to avoid any possible risk for himself/herself, for his/her colleagues and for the community.

→ Human capital development

The company is committed to promoting the development of human capital through the implementation of specific training initiatives aimed at the professional and cultural growth of its employees and those involved in its activities. Employees and collaborators are recipients of specific training plans that are defined during the performance assessment with the aim of ensuring continuous growth for each of them.

SUSTAINABILITY IN PURCHASING**Rizzani de Eccher:**

- is committed to creating a sustainable environment in collaboration with others, seeking to leverage everyone knowledge and creativity in developing sustainable design solutions and developing strong relationships with suppliers, stakeholders and industry partners to achieve common sustainability
- undertakes to guide its choices regarding potential suppliers taking into account the respect by possible partners of environmental aspects, working practices and human rights.

Sustainability in purchasing is promoted through following objectives:

→ Reduction of indirect environmental impacts

The company, aware of the indirect environmental impacts generated by the activities related to its supply chain, recognizes the importance of including ESG assessments in the purchasing processes and in the selection and qualification phase of suppliers, with a view to also integrating environmental, social and governance criteria.

→ Evaluation of suppliers on the basis of environmental and social aspects

The company integrates its assessment of suppliers by investigating the practices they have adopted in the environmental and social field, through methods such as the verification of the certifications they have obtained, the inclusion of specific clauses in contracts and the conduction of specific second part audits.

ETICHS AND RESPONSIBLE INVESTMENTS



Rizzani de Eccher:

- contributes to the sustainable development of the countries in which it operates, creating opportunities for local people and businesses.
- considers sustainability as the engine of continual improvement that guarantees results over time and strengthens economic performance and reputation.

Sustainability in purchasing is promoted through following objectives:

- Responsible investments strategy

The company provides for the measurement, assessment and integration of sustainability risks in investment choices, also having as a reference the applicable local regulations. In this regard, the company favors the integration of ESG (Environmental, Social and Governance) criteria in the investment process through the most appropriate methods according to the type of investment carried out (including due diligence and ESG rating analysis).

Top Management Representative

Dott. Umberto de Eccher

