

---

## ESG AND SOCIAL ACCOUNTABILITY POLICY

---

REV.	DATE	PREPARED	CHECKED	APPROVED
01	30/10/2025	F. Piemonte C-OHSE COOR	L. Cogorno C-OHSE DIR	E. Barbiero CEO

---

## ESG AND SOCIAL ACCOUNTABILITY POLICY

---

The Eccher Group, including Rizzani de Eccher (hereinafter “RdE”) and all its affiliated companies, in an ever-evolving global context characterized by increasingly complex environmental, social, and governance challenges, recognizes the importance of integrating ESG (Environmental, Social, Governance) principles into its strategy and business operations by adopting and implementing transparent ethical governance practices.

It expresses the desire to actively contribute to sustainable development, generating shared value for employees, customers, partners, local communities, and the environment.

RdE, in application of its motto “BUILDING THE FUTURE”, has identified its Vision, which is to strongly commit to creating lasting benefits through an integrated assessment of social, environmental and governance aspects.

Its policy is based on the assumption that:

- The decision-making process integrates governance, social and environmental aspects and seeks to achieve positive outcomes in each;
- Planning, design and construction are undertaken to meet today's needs without compromising the natural, human and financial capital on which future generations will depend.

The company's 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 all interested parties and contributing positively impacting sustainable development. RdE 's approach is also inspired by the principles established by legislation and reference 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 Labour 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 the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, and on the Rights of Persons with Disabilities;
- the 2030 Agenda for Sustainable Development adopted on 25 September 2015 by the United Nations General Assembly and the related 17 Sustainable Development Goals (SDGs), making its contribution in particular to the achievement of the following SDGs:
  - SDG 3: Ensure healthy lives and promote well-being for all at all ages
  - SDG 5: Achieve gender equality and empower all women and girls
  - SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
  - SDG 9: Build resilient infrastructure, sustainable industrialization and innovation
  - SDG 10: Reduce inequalities
  - SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable
  - SDG 12: Ensure sustainable consumption and production patterns
  - SDG 13: Take action to combat climate change and its impacts
  - SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development
  - SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems
  - SDG 17: Strengthen the means of implementation and renew the global partnership for sustainable development

Applied to the RdE Business sector, i.e. the management of general contractor activities for the design and construction of civil and industrial engineering works, bridges, viaducts and infrastructure works for mobility, the following objectives (non-exhaustive list) have been defined by the Top Management:

**Environment (E)**

- Pollution prevention and reduction  
Minimize polluting emissions (in all environmental matrices: air, water, soil and waste).  
Manage waste properly, promoting recycling and reuse.
- Energy efficiency and responsible use of resources  
Optimize energy and water consumption.  
Promote the use of renewable sources and low environmental impact technologies.
- Mitigation and adaptation to climate change  
Monitor and reduce greenhouse gas (GHG) emissions.  
Adopt measures to ensure the climate resilience of business activities.
- Protection of biodiversity and ecosystems  
Avoid negative impacts on natural habitats and protected species.  
Integrate ecological criteria into the design and construction of works or products.
- Regulatory compliance and continuous improvement  
Comply with all applicable environmental laws.  
Adopt environmental management systems (e.g. ISO 14001) for continuous performance improvement.
- Stakeholder awareness and engagement  
Train and raise awareness among employees, suppliers, and partners on environmental issues.  
Promote a corporate culture oriented towards sustainability.

**Social (S)**

- Human and labor rights  
Respect for civil rights and workers' rights.  
Fight against child labor and exploitation in supply chains.  
Promoting safe, healthy and decent working conditions.
- Equality, inclusion and non-discrimination  
Active policies for gender equality.  
Inclusion of ethnic, cultural, religious, gender diversity.  
Opposition to all forms of discrimination, direct or indirect.
- Human Capital Development  
Investments in training, professional growth, and employee well-being.  
Promoting work-life balance and corporate welfare.  
Valorization of talent and meritocracy.
- Community Impact  
Initiatives to benefit the local area and communities.  
Collaborations with non-profit organizations, schools, universities, and institutions.  
Corporate volunteering projects and support for social causes.
- Sustainability in purchasing  
Evaluate suppliers by investigating their environmental and social practices, using methods such as verifying their certifications.  
Inserting specific clauses on this matter into contracts and conducting specific second-party audits.

**Governance (G – Governance)**

- Ethics and responsible investments  
Measuring, evaluating, and integrating sustainability risks into investment decisions, also taking into account applicable local regulations.  
Integrating ESG (Environmental, Social and Governance) criteria into the investment process using the most appropriate methods depending on the type of investment being made (including due diligence and ESG rating analysis).

In order to achieve these objectives, RdE Top Management is committed to promoting and disseminating, in a responsible and sustainable manner, what is necessary through a series of dedicated activities such as (non-exhaustive list):

- Development of dedicated awareness campaigns, promotion of specific staff training courses, involvement of Customers, Partners, Suppliers, Local Communications in awareness-raising activities;
- Activities to develop workers' knowledge and skills, improving personal culture levels through dedicated programs;
- Promotion and dissemination of environmental and social issues, gender equality and resource protection
- Continuous study of new application technologies for reducing energy consumption, developing products with low environmental impact throughout their supply chain, maximizing materials with high material reduction, recycling, and reuse, thus reducing the amount of waste produced and ensuring maximum eco-sustainable environmental integrity;
- Maximizing welfare activities for the well-being of workers and their families, through targeted development plans and programs;
- Clear definition of roles and responsibilities for identifying, implementing, and monitoring the preventive and protective measures to be adopted;
- Constant monitoring of company performance indicators and statistical indices
- Establish an effective reporting tool and encourage such reporting through a whistleblowing procedure that governs the management and verification of reports, ensuring the confidentiality of the content of the reports, the identity of the reporting party and the person reported, and protecting the reporting party from potential discrimination or retaliation. To this end, the following email address has been activated: [rde@servizioreginalazioni.it](mailto:rde@servizioreginalazioni.it); this address is also published on the company website, on the Connect Intranet, and in dedicated posters and documents. In addition to the digital reporting channel, any reports may also be addressed externally to the following supervisory bodies:
  - Certifying body SI Cert SAGL, "Via Kennedy 35 – 84044 Albanella – Salerno and through the specific form "Anonymous reports for SI Cert" on the website: [sicert.net/segnalazioni](http://sicert.net/segnalazioni).
  - SAAS (Social Accountability Accreditation Services), 9 East 37th Street, 10th floor, New York, NY 10016 – USA tel. +1-(212)-391-2106 email [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org).

In order to maintain the ongoing effectiveness of the corporate Social Accountability policy, Top Management is committed to constantly monitoring the policy itself, ensuring periodic evaluation and any updates, when necessary.

The implementation of this policy is responsibility of all RdE workers, starting with Top Management, which has identified its principles and promotes their dissemination and compliance.

The CEO

Enrico Barbiero

