

SUSTAINABILITY POLICY



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INTRODUCTION

This policy document represents UNIDRO's commitment to the Sustainability of our operations, to an Environmental, Social and Governance Policy (hereinafter referred to as ESG), which ensures that our operations are respectful of the natural environment and the social context in which we find ourselves, and take into account high standards of corporate governance.

This commitment involves everyone, the managers, employees, collaborators and partners of our company and through this we want to ensure that, in addition to operating in the economic interest of the company, we work in respect of the Environment, in particular in the protection of the water resource, by committing ourselves to support our employees and collaborators in every stage of their professional and professional growth and by guaranteeing transparent governance that respects the regulatory and ethical principles of fairness and honesty.

Unidro's sustainability policy is aimed at the Environment, People and Territories. A new way of thinking about processes that are non-impactful, fair and of high social and territorial value.

SCOPE OF APPLICATION

This policy applies to all the company's activities and to all employees and collaborators, who are committed to implementing the principles defined in SAUR's Code of Ethics in their work.

GUIDE VALUES

We have identified the values that guide us and inspire our action.

A plan of action aimed at the continuous evolution towards new horizons of Innovation and Sustainability, in the objectives and strategic guidelines, which sees the integration of Sustainability in business activities, combining business with attention to innovation, the environment and social issues, creating shared value and collaborating in the achievement of sustainable development objectives, so as to have a positive impact on People, the Planet and also on Profit.

A green transition that sees a new corporate culture, based on ESG factors, where Sustainability is present in all choices.

PEOPLE

UNIDRO is committed to carrying out its work in full respect of human rights and workers' rights, as defined in national laws and international conventions, condemning all forms of forced labour and exploitation of workers, especially minors, and any discrimination based on age, racial and ethnic origin, political and trade union opinions and affiliations, sexual orientation and gender identity, and any other personal characteristic that does not relate to the labour sphere.

We are also committed to valuing our workers, supporting them in their professional growth and work environment, so that they can express their potential to the full and feel part of an open and innovation-oriented work team. UNIDRO has always ensured high health and safety standards for its staff, also attested by obtaining ISO45001:2018 certification of our Occupational Health and Safety Management System.

A careful and programmatic human resources management, focused on a growing meritocracy. A high level of specialised know-how of the People on whom UNIDRO invests, guaranteeing constant and updated specific training.

SERVICE

All UNIDRO's activities focus on water, everyone's resource. They are oriented towards the satisfaction of our customers and all stakeholders identified in the context of our services, including the community and public bodies operating in the field of water protection and management.

Commitment to service quality guaranteed by the integrated Quality, Environment and Safety certification, which for UNIDRO is synonymous with transparency and safety, fundamental for the development of a reliable, top-level service that allows the company to take the place of the client's civil and criminal responsibilities, with the assumption of environmental authorisations.

ENVIRONMENT

UNIDRO has as the foundation of its activity the protection of water resources, and even more generally of the Environment.

From its origins, the company believes in and strongly invests in research, to pursue the path of Circular Economy, developing processes that recover raw materials used in production: a new way of conceiving processes, with zero impact and high social and territorial value.

We are committed to ensuring full compliance with legal limits and to minimising environmental impacts. A path also guaranteed by the possession of ISO14001:2015 certification.

SOCIAL ENGAGEMENT

Commitment to ensure the social sustainability of our activities and to promote and contribute to the social development of the activities of the territories in which we operate, contributing to cultural and socially committed initiatives and supporting present sports activities.

Charity aimed at supporting even small realities, where the vital element water is often present.

GOVERNANCE

Within the scope of our activity, we are committed to being transparent to all interested parties, in particular customers, communities, and control bodies, always providing truthful, clear, and useful information regarding the conduct of our services and the performance of our facilities, in relation to legal requirements and the needs and expectations of the interested parties themselves.

We are committed to transparent communication of information regarding our ability to conduct facilities and services, according to customer requirements and specific obligations and fulfilments.

IMPLEMENTATION AND UPLOAD

This Policy, approved by the Managing Director of UNIDRO is immediately applicable throughout the company and commits everyone, managers, employees and collaborators, to the application of the principles contained herein.