

# Presentation

## ESG

Our sustainable  
growth path



ENVIRONMENTAL, SOCIAL, GOVERNANCE



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## The creation of sustainable value

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## Our approach to sustainability

### Our ESG journey

2018/19

#### Identity

- Listing on the AIM Italia market
- Strengthening of structure of Corporate Governance



2020

#### ESG integration

- Formal integration of ESG factors into the business model
- ESG approval Policy and establishment of the ESG committee



2021/22

#### Actions & reporting

- Model 231
- Membership of UN Global Compact
- Prevention, control and ESG risk monitoring
- Energy Acrobatics 110
- Publication of the Sustainability Report (scheduled)



# Our approach to sustainability

## Il contributo ai Sustainable Development Goals (SDGs)

Frequent and preparatory professional training.

Attraction of new talent.



Specific initiatives to reduce the gender gap

Improve gender equality within society



Energy efficiency interventions through EA 110

Safety and hygiene in the workplace

Continuous search for partnerships and economic growth as PMI



Social initiatives (Acrobatic Superheroes Association)

Social inclusion within society



EA 110 helps make cities more sustainable

Social initiatives to shorten distances with the community

## ESG Highlights

### ConstructionAcrobatics: a "sustainable" business

EdiliziAcrobatica has developed a business model for many years in which sustainability is central: starting from 2020 it was undertaken the ESG path, to highlight and improve individual activities with the aim of being increasingly sustainable.

#### Environment



The main characteristic of EdiliziAcrobatica's business is a low-polluting environmental impact, especially when compared to that of traditional construction.

#### Social



On the social side, EdiliziAcrobatica has always given great importance to gender policies, training, social responsibility and the communities in which it operates.

#### Governance

On the Governance front, 2021 is a year focused on strengthening the structure with the construction of an ESG framework, with the adoption of Law 231 and with the ESG Policy approved by the Board of Directors on 22 December 2020.

## ESG Highlights

### ConstructionAcrobatics: a "sustainable" business

#### Environment



- Obtaining new certificates environmental
- Implementation of a green mobility plan
- Energy Acrobatica 110 Srl is born
- Implementation of a plan aimed at recycling the materials used

#### Social



- +65,000 hours of training offered in 2020
- The number of employees grew by 27.6% compared to 2019
- Definition of Community Relations and Supplier Diversity Policy
- Staff engagement to deliver EDAC more sustainable in everyday life

#### Governance

- Membership of UN Global Compact
- Implementation of 231 and integration into the organizational model
- Approval of 9 high value policies ESG
- Implementation of CRM and ERP support

## ESG Policy

The objective of the ESG Policy is the complete integration of sustainability principles into the Business Model, corporate functions and decision-making processes.

### Integration of sustainability in EdiliziAcrobatica

The ESG Policy provides for an ESG Committee made up of the main managers of EdiliziAcrobatica, which approves the company's sustainability strategies and sets medium-term objectives and targets. The Committee reports directly to the Board of Directors and the CEO.

An integral part of EdiliziAcrobatica's ESG Governance is the ESG Manager, who implements, monitors and reports all sustainability activities to the Committee.

Finally there are the managers of the various company functions, each with specific objectives to achieve. The heads of the individual functions are part of the ESG Committee. The Social Responsibility Manager also reports to the ESG committee.

## ESG Policy

### ESG Governance - Organization

**Board of Directors**

**Appoint the ESG committee**



**ESG Committee**



**Social Responsibility Manager**

It organizes the main charitable and support activities  
for local communities

**ESG Manager**

Reports to the ESG Committee of  
EdiliziAcrobatica and is responsible for  
ensuring, supervising and improving the  
implementation of the ESG policy

**Managers of each  
department/company  
function**

Appointed for each of the main functions,  
he will be responsible for assessing  
and monitoring ESG risks and opportunities

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## Environmental responsibility

### Environmental sustainability

In order to strengthen its environmental sustainability, EdiliziAcrobatica commissioned an analysis with the aim of assessing the direct and indirect consumption and impact of all its professional activities.

### Sustainable environmental initiatives

EdiliziAcrobatica is part of an ambitious circular process that aims to allocate all disused materials to other activities that are able to recycle them effectively.



## Integration of environmental policy into business

### THE NEXT STEPS:

Once the impact analysis has been carried out, the EdiliziAcrobatica ESG Committee will proceed with an ESG plan in order to set the multi-year objectives to be achieved. In addition, numerous procedures for prevention, control and monitoring of the main ESG risks in terms of the materials used, both on the purchasing and disposal side.

From 2021 EdiliziAcrobatica gives increasingly greater importance to the analysis, the materiality map and the SDGs. Once the SDGs most consistent with our activity and business model have been chosen, EdiliziAcrobatica will undertake to implement a series of actions to involve stakeholders and to positively impact each specific Goal.

Furthermore, Energy Acrobatica 110 Srl was born in the current year and will take on the task of fully managing the contracts relating to Superbonus 110. With this initiative EdiliziAcrobatica aims to help its customers adopt energy efficiency measures and reduce CO2 emissions .

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## People, Diversity and Training

Our social commitment

Staff structure

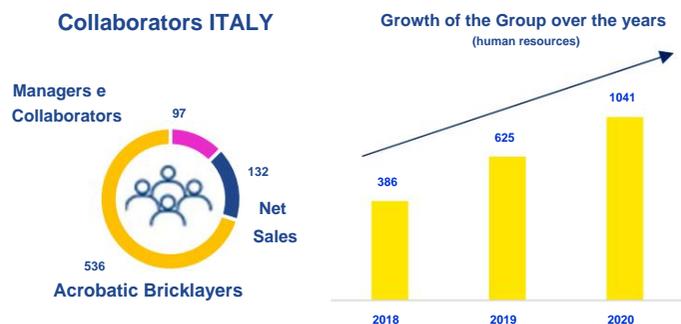
Diversità  
& Inclusione

Training

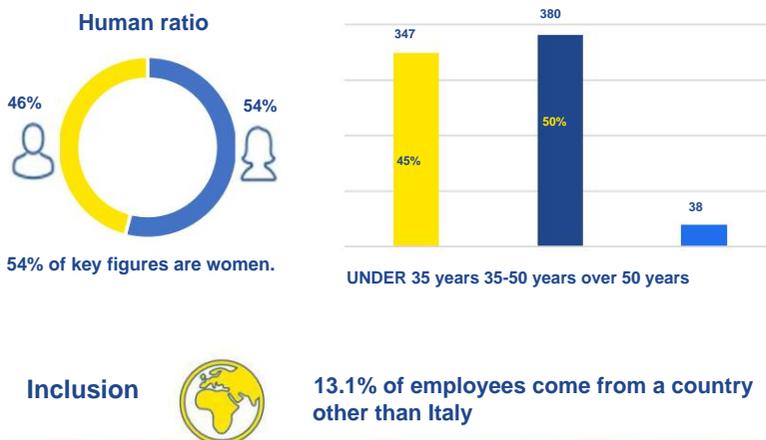


## People, diversity & training

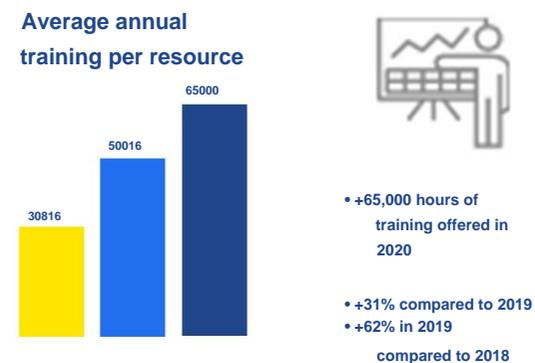
### Staff structure



### Diversity & Inclusion



### Training



People play a fundamental role in carrying out its activities in the best possible way and from the beginning, management has set itself the objective of creating a stimulating context in which people could be proud to grow professionally and humanly together.

### Our people

EdiliziAcrobatica employs 1041 people, an increase compared to previous years (625 in 2019 and 386 in 2018). Although the construction industry is generally made up of male workers, women represent 7% of the total workforce.

In EdiliziAcrobatica 45% of employees are under the age of 35, offering different perspectives for the growth of resources and the company. Furthermore, one of the reasons why the safety standards of EdiliziAcrobatica's acrobatic personnel are so high is due to training activities significantly higher than the average market data.

## Our social commitment



The ESG Policy expressly provides for social activities that include various forms of charitable activities, as well as all support and support activities for local communities.

Among the various initiatives in which EdiliziAcrobatica takes part, one of the most interesting is that of the Super Hero Acrobatics (SEA), a non-profit association that the company founded.

Through the SEA association, since 2016 the company has been committed to the creation of initiatives in favor of small patients hospitalized in Italian pediatric hospitals.



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## Governance & Compliance



## Sustainable policies and certificates



### Ethics and integrity

- Ethical code
- Whistleblowing system
- Supplier code of conduct
- Model 231

### Certifications and memberships

- ISO 9001:2008 certification
- OHSAS 18001:2007 certification
- Membership of the UN Global Compact

### Risk Management •

- Investments in security and privacy
- New CRM and ERP systems



## Contacts

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