

SOFIDEL'S SUSTAINABILITY CHARTER



SOFIDEL'S SUSTAINABILITY CHARTER

ROOTS AND OBJECTIVES

We have taken the decision to integrate sustainability into our approach to work and the relationships we have with our partners. This approach can be traced back to the roots of the Group, which have always been attentive to the social and environmental impact of its activities.

Indeed, we believe that in line with the vast heritage of values expressed and experienced by our Group, taking an ethical stance and encouraging responsible management of the company can but encourage a virtuous process of continued learning and improvement that will make both our future and that of the community in which we operate more economically, socially and environmentally sustainable.

OUR MISSION

Our history and convictions are the driving forces behind our Mission, which can be summed up as follows:

“Strive to make our daily life cleaner, safer, more orderly, practical and pleasant by investing in our staff, innovation, sustainable practices, business transparency and respect for the rules, with the aim of creating value for our clients, employees, partners, shareholders and for the community as a whole.”

OUR PRINCIPLES

In the day to day running of our business, this means looking at every aspect of our work in a new light; being aware of what our internal and external shareholders expect from us; accepting the responsibility for the effects that our choices, behaviour and actions have on the environment and the society; promoting a mature sense of sustainability, both internally and externally – in other words, making social responsibility a shared value at every level of the Group – from top management to company structure and strategy.

This is a choice we have made with the conviction that having social responsibility and sustainability as our fundamental strategy will, in the medium to long term, help our Group increase its competitiveness – or generate sustainable economic growth – and improve the quality of life for all those we work with and the community in which we operate.

OUR MAIN STAKEHOLDERS

In line with the values of sustainability, responsibility, honesty, transparency, moral integrity and reliability of our Ethical Code, social responsibility is an integral part of our Group's structure and approach to business, which, through continuous dialogue, helps us to respect and value the precious contribution made by our main stakeholders: our **consumers, who choose and appreciate our products on a daily basis; our clients**, who place their trust in us; the **environment, that provides us with essential resources; our staff**, whose professionalism and dedication are the driving force of the Group; our **suppliers**, who provide us with quality and innovation; the **community, with their cultural, social and economic heritage, our shareholders and financial partners**, who invest in the company; **government institutions**, essential partners in setting standards and helping to develop the society and the market; **employee representatives**, who, together with company representatives and through reciprocal autonomy and a spirit of collaboration, promote employee involvement and encourage effective social dialogue and trust within the Group; the **media**, that plays a fundamental role in informing, spreading the message and managing the delicate process of creating public opinion; **research centres and universities**, who are not only a forum for growth, science and culture but are also potential accelerators for transforming business; the world of **associations and not for profit institutions**, rich in stimulating new ideas; **competitors**, who are a constant stimulus for growth. All our existing and future stakeholders and the intricate network of relationships that link us to them constitute added value: an integrated and transversal system that helps make us what we are today and want to continue to be in the future.

FUNDAMENTAL COMMITMENTS

Having social responsibility and sustainability as our fundamental strategy means having market objectives that reflect this strategy:

GROUP MANAGEMENT	integrate Sustainability into company strategy and development plans, with regards to best international practices in our sector
ENVIRONMENT	continue reducing the direct and indirect impact that our business has on the environment and strive to set an example in the protection of the climate, water and forests
ORGANISATION	encourage a culture of responsibility, team work, transparency and meritocracy
INNOVATION	promote intelligence, creativity, personal initiative and encourage the development of specialist skills
HUMAN RESOURCES	include aspects of sustainability (economics, social and environment) when assessing employee performance
PRODUCTION	monitor production so that technological processes, quality and safety are based on the principles of sustainability
PARTNERS	promote and develop transparent, credible relations for sustainable growth initiatives
SUPPLIERS	encourage responsible management of the value chain: both upstream of the value chain, to suppliers and downstream to clients
BRAND RELIABILITY	create a distinctive approach to sustainability that is relevant to the brand and to our partners and which helps strengthen the trust that our clients and consumers have placed in us

Luigi Lazzareschi
Chief Executive Officer

