

# Sustainability policy

**Italcementi Group embraces and supports its core values of responsibility, integrity, efficiency, innovation and diversity to serve as a guide for its daily activities.**

**The Group strives to create value in line with the highest standards of business integrity thereby contributing to economic development supported by innovation, protecting the environment, improving life at work and regularly engaging with local communities and society at large, including governments, non-governmental organisations and others in the public and private sectors.**

**The Group and its subsidiaries are committed to applying principles of equality to all employees, contractors, subcontractors, suppliers, customers, end-users and all the other stakeholders involved in its sphere of business influence.**

**The Group firmly believes that no source of value, whether related to human beings, natural or financial resources, intellectual capacity and use of time, shall be neglected or wasted.**



## Italcementi Group

- 1 Supports and respects internationally proclaimed **human rights** that are universal and belong equally to every person.
- 2 Enforces and ensures business integrity by implementing appropriate internal **codes of governance** and **organisational procedures**.
- 3 Is committed to guaranteeing the **health and safety** of all parties involved, providing proper working conditions, equipment, information and training.
- 4 Implements **labour practices** grounded on fair employment, equal opportunities, skill development; it regards diversity as a source of value in full compliance with internationally proclaimed human rights.
- 5 Promotes **social initiatives** investing time, expertise and resources in supporting communities, favouring local business development and establishing regular stakeholder engagement.
- 6 Aims at establishing and keeping **relations with customers and suppliers** based on transparent exchange of information and shared commitments.
- 7 Pursues **energy efficiency** and **climate protection**, defining global strategy and local actions.
- 8 Contributes to protecting **the environment** through responsible use of resources, adoption of best practicable options and management systems.
- 9 Guarantees and continuously strives to improve **the quality** of its products, processes and services.
- 10 Promotes **research and innovation** by developing new products, applications and services.

**Carlo Pesenti**  
Chief Executive Officer Italcementi Group

