



CORPORATE SUSTAINABILITY PLAN
BUILDING A BETTER WORLD

2019-2022

BUILDING A BETTER WORLD

Ghella's Corporate Sustainability Plan 2019 – 2022, **Building a Better World**, expresses the company **Vision** through a set of social, economic and environmental commitments, in turn detailed into specific **actions** aimed at reaching **8 Macro-objectives**.

The purpose of Ghella's Corporate Sustainability Plan is to:



Building a
Better World

IMPROVE



The Plan provides a recognisable framework to define Sustainability objectives and promotes continuous improvement by providing a tool for the analysis and monitoring of the company sustainability performance.

MOTIVATE



The plan promotes a systematic approach to the integration of Sustainability objectives into business processes and fosters a sense of shared responsibility and motivation amongst employees

COMPETE



The Plan represents a public commitment towards Sustainability and strengthens the competitiveness of the company in the context of national and international tenders, through the adoption of a sustainability governance

METHODOLOGY

Ghella's **Sustainability Plan** results from the analysis and integration of internationally recognised Sustainability frameworks and reflects values and principles expressed in the company Policies

SUSTAINABLE DEVELOPMENT GOALS



COMPANY
POLICIES

Sustainability; Sustainable Procurement; Environment;
Health & Safety; Anti-corruption Guidelines;
Human Rights Guidelines; Human resources;
Equity, Diversity and Inclusion; Code of Ethics

ISO
26000

Governance; Human rights;
Reports and working conditions;
Environment; Proper management practices;
Specific aspects relating to clients;
Community involvement and development

OUR COMMITMENTS

MISSION

BUILD EXCELLENCE IN A SUSTAINABLE AND INNOVATIVE WAY

VISION

LEAVE A BETTER WORLD TO THE NEXT GENERATIONS

PEOPLE



«Contribute to a fair and inclusive society by operating at the highest standards of **Integrity** and guaranteeing the **Safety** and **Wellbeing** of all our stakeholders, including the **Communities** who benefit from the infrastructure we help to create.»

VALUE



«Contribute to the economic growth of the areas where we operate by generating **Value** and creating opportunities, thanks to the high levels of **Quality** and **Innovation** that we bring into our projects»

ENVIRONMENT



«Strive to integrate our built projects in the existing local **Ecosystems** and to be active participants in the global efforts to mitigate **Climate Change**»

SHARED VALUE CREATION

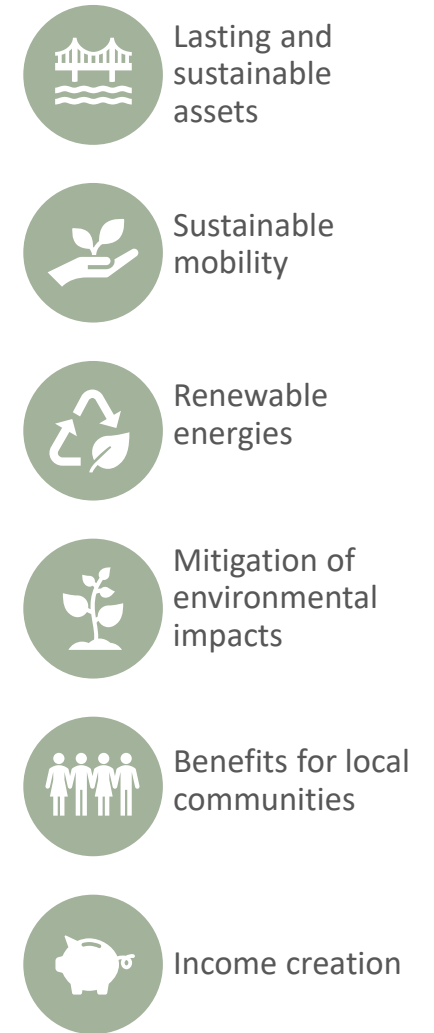
WHAT WE DEPEND ON



OUR 'VALUE CHAIN'

























VALUE WE CREATE



OUR OBJECTIVES AND THE SUSTAINABLE DEVELOPMENT GOALS

OBJECTIVES

SDGs

 <p>1. Consolidate a compliance and sustainability Governance at the corporate level</p>	  
 <p>2. Promote the development of Human Capital and people Well-being</p>	
 <p>3. Ensure continuous improvement of occupational Health and Safety performance</p>	
 <p>4. Reduce local Environmental Impacts</p>	  
 <p>5. Increase Energy Efficiency and reduce Greenhouse Gas emissions</p>	 
 <p>6. Promote a Sustainable Supply Chain and the efficient use of resources</p>	
 <p>7. Encourage Local Development and dialogue with Communities</p>	 
 <p>8. Promote Excellence and Innovation in our reference market</p>	

OBJECTIVES AND ACTIONS



1. Consolidate a compliance and sustainability **Governance** at the corporate level

- 1.1 Guarantee the integration of Sustainability principles in **business processes** and in Company Management Systems
- 1.2 Develop awareness / training programs to create a Sustainability **culture**
- 1.3 Report and communicate the company Sustainability and Compliance performance in a certified **Sustainability Report**



2. Promote the development of **Human capital** and people **Well-being**

- 2.1 Provide **soft and transferable skills** development opportunities
- 2.2 Introduce measures to facilitate employee **work-life balance**
- 2.3 Introducing a '**Healthy Living**' program to promote healthy lifestyles among employees
- 2.4 Introduce measures for the prevention and support of **Mental Health** issues
- 2.5 Strengthen measures to reduce the '**Gender Gap**'



3. Ensure continuous improvement of occupational **Health and Safety** performance

- 3.1 Guarantee the continuous improvement of the **Safety Management System**
- 3.2 Promote a **safety culture** through training programs, awareness raising and worker participation initiatives
- 3.3 Promote the adoption of **proactive indicators** in the monitoring of safety performance

OBJECTIVES AND ACTIONS



4. Reduce local **Environmental Impacts**

- 4.1 Guarantee the continuous improvement of the **Environmental Management System**
- 4.2 Introduce a '**mobility management**' program for the headquarters staff
- 4.3 Guarantee the protection of local **ecosystems** and **biodiversity** in our worksites



5. Increase **Energy Efficiency** and reduce **Greenhouse Gas** emissions

- 5.1 Evaluate, certify and progressively reduce the **company Carbon Footprint**
- 5.2 Introduce **energy efficiency** initiatives across the life cycle of our projects
- 5.3 Where possible, **produce** and/or **purchase** energy from renewable sources



6. Promote a Sustainable **Supply Chain** and the efficient use of resources

- 6.1 Improve the **Sustainable Procurement** process by strengthening its environmental and social criteria
- 6.2 Promote the efficient use of **resources**
- 6.3 Promote **dematerialisation** and reduce the consumption of office paper

OBJECTIVES AND ACTIONS



7. Encourage **Local Development** and dialogue with **Communities**

7.1 Quantify the economic-social-environmental **externalities** generated by our projects

7.2 Promote social inclusion and training / education initiatives contributing to the growth of **local communities**

7.3 Guarantee the inclusion of **local resources** in our worksite staff and of local suppliers / subcontractors in our supply chain



8. Promote **Excellence** and **Innovation** in our reference market

8.1 Introduce measures to collect client / partner **satisfaction indicators**

8.2 Incentivise the internal development of **innovative technical solutions** and promote external collaborations with research institutions

8.3 Promote **eco-design** criteria and sustainability **best practices** across the entire life cycle of our projects