



## **THE ITALGAS GROUP POLICY FOR HEALTH AND SAFETY, THE ENVIRONMENT, QUALITY AND ENERGY**

Italgas is leader in Italy in the gas distribution sector and one of the sector's main operators in Europe. The company also operates in the integrated water service sector, and sells gas and energy services.

Well aware that it performs an important role for the market, economic growth and the well-being of those working and collaborating with the Company and of the communities it operates in, Italgas has established a shared value system expressing the company's ethical culture and inspiring its strategies and activity management.

Italgas has formally adhered to the *United Nations Global Compact* representing fundamental principles such as pursuing a sustainable global economy, respect for human and labour rights, protecting the environment and fighting corruption.

When pursuing its corporate goals, Italgas complies with and considers the following strategic: promoting a quality culture, protecting the environment and public safety, people enhancement and protection of occupational health and safety, sustainable energy management, the assessment of risks and opportunities and the ongoing, profitable dialogue with all its stakeholders.

In that context, when performing its management and coordination activities, in all Group companies, Italgas promotes adoption of an integrated management system for quality, occupational health and safety, the environment and energy, in compliance with laws in force and the sector's best international practices.

Italgas activities and conduct are based on the following guidelines:

- to respect laws in force and requirements applicable, guaranteeing their control and disclosure, monitoring, controlling and spreading a culture of legality and compliance;
- to pursue the continual improvement of the integrated management system, the quality of its services and those of its partners, along the entire value chain, for works implemented and facilities managed, offering a service to achieve the increased satisfaction of customers and other parties involved;
- to reduce accidents to zero, eliminating dangers and reducing risks, improving health and safety services, preparing healthy, safe workplaces and adopting effective measures to prevent accidents and professional diseases, safeguarding the safety of third parties interacting with its activities, developing a safety culture in all persons and in Business Partners;
- to responsibly manage significant environmental impacts linked to its activities, for example waste in order to reduce production and promote recovery, working towards the protection and care of the natural environment, the balances of the ecosystem and biodiversity, based on preventing pollution and mitigating risks;
- to enhance its people with Group growth in mind, creating working conditions that promote inclusion, involvement, participation, consultation and awareness, developing skills, guaranteeing training, educating people to be responsible, promoting teamwork, creativity, technological and organisational innovation, Group identity and occupational well-being;

- to manage natural resources and use of the energy needed for its purpose sustainably, enhancing use and rationalising end use, promoting its technological development and digitisation, sustaining the procurement of energy-efficient products and services;
- to promote interaction with stakeholders and territorial exchange, dialogue and involvement, participation and information, contribution to collective well-being and developing strategies and goals that consider their requests in order to create shared values;
- to develop a planning culture that establishes goals, assesses impacts, is result-oriented and generates value;
- to identify and assess actions needed to handle risks and opportunities, analysing changes in the context and aimed at increasing the desired effects and preventing or reducing the unwanted ones;
- to select and promote the development of suppliers according to the principles of this policy, committing them to maintaining a behaviour consistent with it;
- to carry out checks, inspections and audits, to assess performance and review objectives and programs, periodically reviewing the policy to assess its effectiveness, adopting the ensuing measures;
- to monitor and communicate its business services transparently to all parties affected.



All Italgas Group companies implement this Policy to manage and develop their businesses, and undertake to establish measurable objectives and goals and review them periodically, in line with the guidelines expressed here and the Group's growth strategies.

This Policy is communicated to stakeholders with a view to transparency and collaboration and is made available to the public and anyone who may request it by Italgas through its internal and external communication channels.