

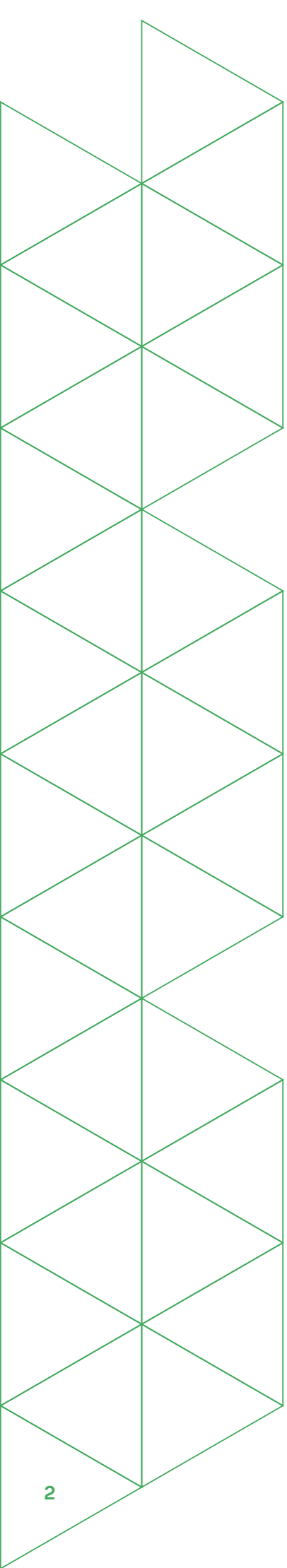


MANNI GROUP
BUILDING FUTURE

SUSTAIN ABILITY POLICY

LUGLIO 2024

ENGLISH



BUILDING A SUSTAINABLE FUTURE

INTRODUCTION

Manni Group promotes innovation in the steel industry, from the processing of raw materials through to final applications. It develops solutions and services relating to structural engineering, energy efficiency and the production of energy from renewable sources.

The Group bases its capacity to generate lasting value, shared with all Stakeholders, on the various choices, actions, activities and projects made and pursued as an organisation. This is why it believes that “sustainability” is not something you do, but rather a way of operating, paying due attention to all the instances and impacts of operations, in all aspects.

The global social and economic structure calls for a holistic approach to business, embracing the complexity and considering all social, ethical, cultural, environmental and economic aspects that being a business necessarily entails.

Manni Group is committed to reducing the environmental impacts of its business, seeking continuously to improve its performance and adopt good practices focussed on generating value for the company and Stakeholders. This is why it applies the precautionary principle, as expressed by the UN in the 1992 Rio Declaration.

Aware of its responsibility towards current Stakeholders and future generations, the Group pursues fair and environmentally-friendly growth in its business, also thanks to investments made in the Research and Development of products and processes.

Manni Group is therefore committed to updating this Sustainability Policy each time a change occurs in the requests made by all Stakeholders to the Group and in any case at least once every three years.

In its development, with a view to constantly improving, the Group upholds and considers the principles of the circular economy, the Sustainable Development Goals adopted by the United Nations, the European Green Deal and the Universal Declaration of Human Rights.





GOVERNANCE



Manni Group organises its structure to guarantee an informed, responsible decision-making process that engages its Stakeholders, assuring an effective, transparent organisation to manage and limit risks and inspire action in the medium and long-term. To do so:

INTERNAL ORGANISATION

- It adopts a governance model with a dynamic inter-departmental structure, which involves both senior management and the internal structure, in order to share the corporate sustainability goals with all Stakeholders.
- It uses the risk analysis carried out by the Enterprise Risk Management (ERM) Department, which assesses both the business needs and the evidence relating to environmental, social and governance (ESG) topics, to guarantee the pursuit and implementation of its development strategies through audit and control plans. It adopts an integrated control system involving ERM, Internal Audit and independent auditing bodies.
- It has an Organisational Model pursuant to Italian Legislative Decree no. 231/2001 and a Code of Ethics inspired by principles of trust, honesty, transparency, centrality of human resources, the protection of employment and the environment, social responsibility, loyalty, correctness and compliance with current regulations.
- It works to achieve - for all Group companies - the strictest international quality, environmental management and health and safety at work certifications (UNI EN ISO 9001, UNI EN ISO 14001 and UNI EN ISO 45001).

GLOBALISATION

- It sees the globalisation of its activities as amongst the main development drivers insofar as this allows the Group to diversify its business geographically, to split the risks and investments, to be exposed to different cultural contexts and to enhance its human capital within an international scenario.

CHAIN RESPONSIBILITY

- It selects its suppliers on the basis of social-environmental performances, as declared in the Sourcing Policy, undertaking to understand and take due consideration of the impacts of the entire chain, so as to reduce the related risks.

FINANCE

- It makes its financial investments paying close attention to instruments of ESG issuers, according to internationally-recognised assessment systems.



CIRCULAR ECONOMY AND INNOVATION



Manni Group promotes an inclusive form of industrialisation, which increases the efficiency in the use of resources and reduces its environmental impacts and those of the chain, reconfiguring the processes; it therefore invests in scientific research and innovation as a tool by which to make this change. Operating within the construction chain, it contributes towards the development of innovative, low impact and low carbon emission construction, in which healthy, safe materials are used. This is why:

INNOVATION

- It sees Innovation as a strategic driver and to this end invests in Research and Development, using Life Cycle Analysis (LCA) as a tool by which to guide its work, with the aim of providing the client with high value, safe, healthy and efficient products.

RESPONSIBLE PRODUCTION

- It is inspired by the principles of circular economy to minimise the consumption of natural resources and the production of waste and drives for the creation of a fully circular steel industry.
- It shares strategies and goals with its partners and suppliers and considers their collaboration as essential if it is to achieve the Sustainability Policy goals.
- It takes part in entrepreneurial initiatives, projects and companies aiming to promote the development of the green and circular economy and the international launch of initiatives that combine innovation with economic value and the protection of the natural capital.

CONSTRUCTION

- It promotes and develops off-site and dry construction systems in the firm belief that they can constitute tools by which to decarbonise the industry, developing a model of circular construction. It also promotes tools to renew the built environment in order to reduce to zero soil consumption.
- It supports the dissemination of sustainability ratings systems for buildings as a tool by which to assess and minimise their environmental impacts, as well as guarantee healthy environments and the well-being of the end users.



PEOPLE



Manni Group sees human capital as its most important strategic asset in correctly managing and innovating business, pursuing excellence. The protection of people's rights and the health and safety of staff are essential, priority objectives. Manni Group promotes a participatory style, which allows people to express and freely develop their full potential. From this standpoint, therefore:

ETHICS AND VALUES

- It recognises people and their diversity as a value. It fights all and any form of discrimination in the workplace in respect of gender, sexual orientation, race, nationality, language, religion, political opinions, age and other personal and social conditions. It acknowledges gender differences and protects equal opportunities, maternity and paternity, encouraging the spread of welfare policies and guaranteeing a good work-life balance.
- It supports the introduction of young adults into the world of work, enhancing inter-generational know-how, also by involving them in strategic process and product innovation plans.
- It guarantees people the freedom to be members and/or associate with trade unions and worker organisations.

HEALTH AND SAFETY

- It pursues the continuous improvement of the protection of the health and safety of its staff, going beyond the minimum legal requirements and obtaining the strictest international certifications, including in extraordinary situations (such as the COVID-19 pandemic), which are handled guaranteeing the most protective measures possible.

TRAINING

- It develops the skills of staff, fostering professional and cultural growth and supporting the sharing of knowledge within the company, guaranteeing continuity. It supports transversal mobility opportunities in Group companies as an opportunity for personal growth, skill development and contamination between different business models. It therefore fosters a collaborative, synergic working environment.

DEVELOPMENT OF HUMAN CAPITAL

- It optimises the contribution made by its human capital, also using appropriate systems of assessment and reassessment to guide training initiatives and the professional growth of staff. Assessment of performance and competences guarantees business continuity and the professional and personal growth of human resources.



ENERGY AND CLIMATE



Manni Group contributes towards the decarbonisation of the energy system by developing the renewable sources sector, energy efficiency and monitoring; it sees climate change as a primary environmental challenge and is committed to fight it. The Group researches and develops innovative products and services for the market and its business, looking to improve energy efficiency and reduce the environmental impact. To this end:

RENEWABLE SOURCES

- It develops solutions for producing energy from renewable sources and powers its operations principally with energy obtained from renewable sources.

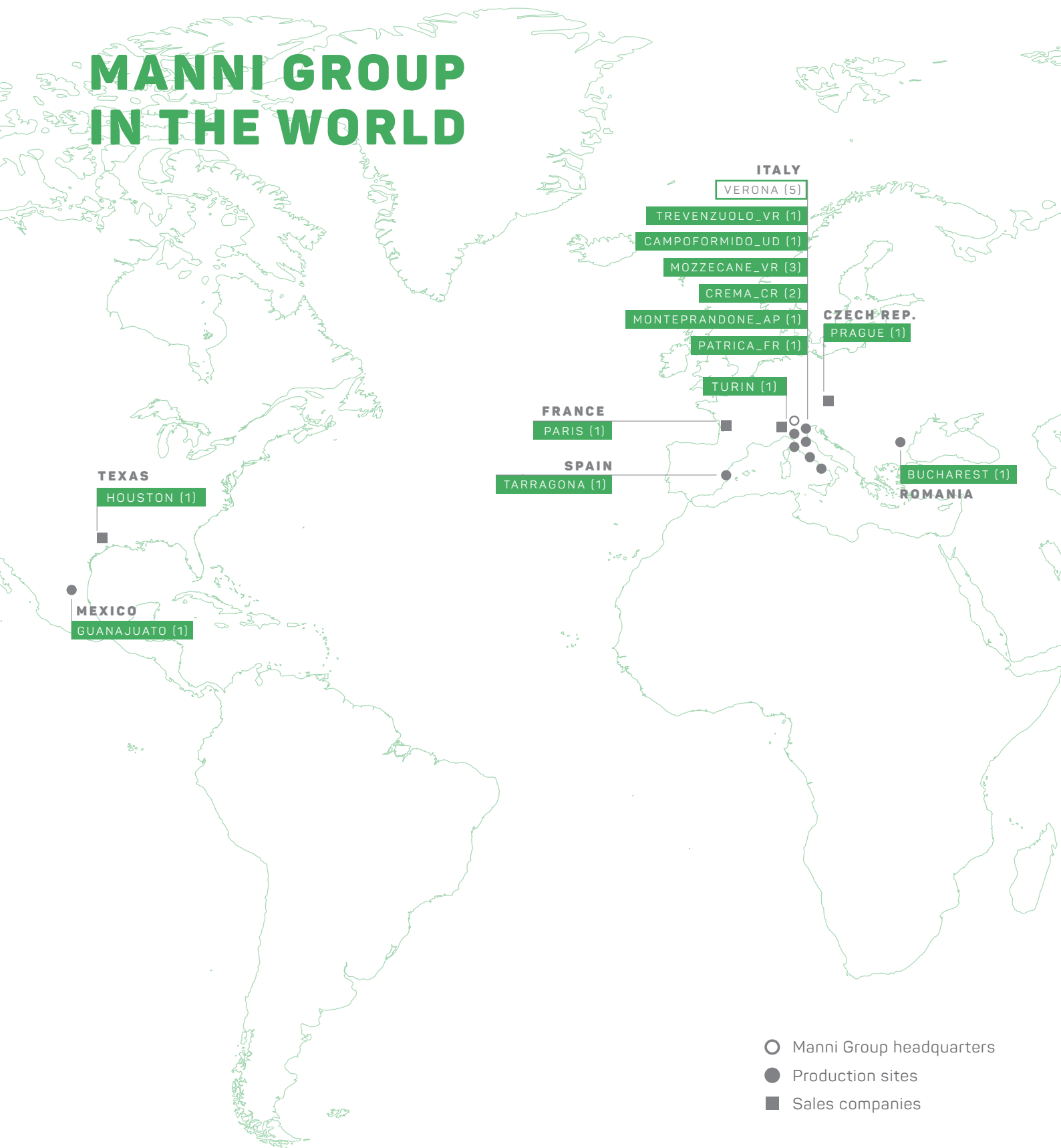
ENERGY EFFICIENCY

- It strives to guarantee the best possible energy efficiency in its operations and those of its clients, including through continuous monitoring instruments and IoT. It develops these solutions using advanced digitisation tools.

EMISSIONS

- It sets accountable objectives to reduce its own emissions and those of the chain, in line with the Paris agreements and undertakes to respect them and share this responsibility with the various players of its chain, who are called to make a real, effective contribution.

MANNI GROUP IN THE WORLD



MANNI GROUP
BUILDING FUTURE

MANNI GROUP S.p.A.

HEADQUARTERS Via A. Righi, 7 - I - 37135 VERONA

T. +39 0458088911 - F. +39 0458204829 - www.mannigroup.com - mannigroup@mannigroup.com