



Sustainability Strategy | Impact Areas & Strategic Lines

IMPACT AREAS



STRATEGIC LINES

Reduction of CO₂eq emissions

Protection of water resources

Protection of biodiversity

Improvement of waste management



Improvement of health and safety management

Promotion of Diversity & Inclusion

Organizational well-being and people development

Support to the local community



Promotion of corporate culture

Integration of ESG into business processes and systems



Sustainable Supply Chain



For a Low-Impact Future

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Reduction of CO ₂ eq emissions	Reduce absolute Scope 1 CO ₂ eq. emissions	-30% absolute Scope 1 CO ₂ eq. emissions vs baseline (2021)	2030	E1, E2	
	Reduce absolute Scope 2 CO ₂ eq. emissions	-30% absolute Scope 2 CO ₂ eq. emissions vs baseline (2021)	2030	E1, E2	
	Reduce Scope 3 emissions intensity through efficiency measures along the value chain	-40% Scope 3 emissions intensity (tonCO ₂ eq/ton _{NSP}) vs baseline (2023)	2030	E1, E2	
Protection of water resources	Reduce specific water withdrawals (m ³ /ton _{NSP})	-70% water intensity (m ³ /ton _{NSP} withdrawn from the water network) vs baseline (2020)	2030	E3	
Protection of biodiversity	Increase the use of sustainable or certified supply chain materials	100% of paper purchased not linked to deforestation activities	Recurring from 2025	E4	
Improvement of waste management	Improvement waste management	Maintain a recovery rate > 95% (by-products + waste)	Recurring from 2025	E5	
		-15% special waste generated by water treatment activities (ton/ton _{NSP}) vs baseline (2020)	2030	E5	



For an Inclusive and Sustainable Workplace (1/2)


Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Improvement of H&S management	Improve accident rate indicators	-30% LTA (Lost Time Accident Frequency Rate) among own employees vs baseline (2020)	2030	S1	 
Promotion of Diversity & Inclusion	Foster the development of D&I (Diversity & Inclusion) initiatives	+5% share of women in total workforce vs baseline (2020)	2030	S1	 
		+30% people with disabilities in the workforce vs baseline (2020)	2030	S1	 
		1 internal cultural initiative/event per year to promote D&I	Recurring from 2026	S1	 
		90% of Top Management trained on D&I topics	2027	S1	 



For an Inclusive and Sustainable Workplace (2/2)






Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Organizational well-being and people development	Develop policies to improve work-life balance	Introduce a biennial survey on organizational well-being and company climate	2026	S1	
		Maintain 90% annual leave uptake for all employees	Recurring from 2025	S1	
	Undergo voluntary audits on working conditions	Maintain SMETA 4 Pillars certification from 2026	Recurring from 2026	S1, E1, E2, E3	
	Promote the personal and professional growth of employees	Maintain >90% of employees subject to annual performance review	Recurring from 2025	S1	
		+60% average annual training hours per employee vs baseline (2020)	2030	S1	
Support to the local community	Support the local community	At least 2 initiatives per year for each "area of action" (Health, Sport, Culture & Territory, Education)	Recurring from 2027	S3	

For Responsible Management

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Promotion of Corporate Culture	Increase awareness of corporate culture and sustainability	100% of Top Management trained annually on ESG topics	Recurring from 2025	G1	  
		80% of employees to receive training on ESG topics and corporate culture	2028	G1	  
ESG Integration into Corporate Processes and Systems	Integration of ESG criteria into incentive systems	Definition and introduction of a variable remuneration component linked to ESG objectives for management	2027	G1	



Sustainable Supply Chain

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Supply Chain Sustainability	Ensure and enhance sustainability throughout the entire supply chain	90% of strategic suppliers* adhere to the Code of Conduct for Suppliers**	2027	S2, E1, E2	
		80% of strategic suppliers undergo assessment / (if new) are evaluated according to ESG principles	2028	S2, E1, E2	
		5 annual training events/days on ESG topics involving suppliers	2030	S2, E1, E2	 
		100% of audits carried out on suppliers assessed as being at higher social risk are either successful or trigger corrective actions	2026	S2, E1, E2	
		Average of 4 hours/ year of ESG training for 100% of staff in the Purchasing department	2026	S2, E1, E2	