

SUSTAINABILITY POLICY

The promotion of sustainable development and protection for the environment are priorities for Studio Fieschi and are central to our organization's activities.

For this reason, we are constantly committed to encouraging best environmental practices which positively impact our business on a daily basis.

RESPECT FOR CORPORATE REGULATIONS

It is of critical importance for us to operate in accordance with the law. We strictly follow all legal requirements related to business operations, environmental impacts, health, safety and wellbeing of our employees and collaborators.

MINIMIZATION OF ENVIRONMENTAL IMPACTS

We strive each day to minimize our impact on the environment and to help us reach this ambitious goal we have developed a series of targeted actions in the following areas:

- **Energy saving**

All office lighting utilizes LED or low consumption bulbs. All work stations are equipped with ON/OFF power switches and staff are instructed to switch off power when not needed. For all of our sites we have selected 100% renewable electricity contracts.

It is our standard practice to switch off heating/air-conditioning systems at the end of each day and when climatic conditions allow.

Our Turin office is located in a building which, over the last few years, has undergone a series of structural improvements aimed at reducing its environmental impact including replacement of oil heating systems with new generation condensing boilers, installation of a new multi-floor duct system and introduction of a solar thermal power unit.

- **Waste Management**

All waste is strictly separated: each room/office is equipped with separate containers for different types of waste and in the dining area organic waste is also collected.

- **Materials**

For our office furnishings, supplies and consumables, we do our utmost to select products and materials which are plastic free, recycled or chain of custody (CoC) certified such as locally sourced "0 KM products".

During 2020 a specific “plastic policy” was developed and shared with all of our staff in which we pledge to reduce plastic consumption and give clear instructions on how to achieve this. Specifically, our offices now use only reusable or recyclable tableware in accordance with the European directive on single-use plastics. Staff are also encouraged to drink tap water and use personal cups or water flasks in order to limit the use of bottled mineral water which is strictly reserved for visitors. Where bottled water is used, we select locally sourced products and insist on reusable glass containers.

Our office coffee machine is supplied by a local company which utilizes compostable coffee capsules and for our guests also compostable cups and stirrers.

To avoid paper waste we have increased digitization of our documents and where printing is necessary our computers are set to print double sided and in grey-scale as default. All paper used in our offices is certified Type 1.

- Wellbeing

All offices contain indoor plants which are known to increase carbon dioxide absorption, restore oxygen concentrations and contribute to both reducing stress and enhancing the work environment.

- Travel

We generally use the train for all business trips wherever possible. For all other travel, we encourage the use of public transport or the method with the least environmental impact. Also for the daily commute from home to office our staff generally use sustainable means of transport and our office premises provide secure bike storage facilities.

SHARED RESPONSIBILITY AND TEAM ENGAGEMENT

Engagement of our entire workforce is an essential part of reaching our environmental goals. We listen to feedback and ideas and share new objectives with our team. Furthermore, all new staff members are informed and involved in this area through specific training from the very first day of their employment.

TRANSPARENCY WITH OUR STAKEHOLDERS

For many years we have followed an approach of transparent communication of our *performance* in order to provide a consistent message to our client companies. For this reason we are part of the *United Nations Global Compact – UNGC*, the world’s largest corporate sustainability initiative, as founding members of *the Italian network*. Each year we publish our *Communication On Progress* on the UNGC platform in which we declare the targets we have reached and outline our future goals in terms of human and work rights, environment and anti-corruption.

We are convinced that these small steps are important in safeguarding and protecting our environment and future lives.

This policy is active across all of our company sites and shall be regularly updated in relation to changes and the achievement of new sustainability targets.

Turin, 11 april 2022



Legal Representative
Maurizio Fieschi
Amministratore Delegato
Studio Fieschi & soci Srl
C.so Vittorio Emanuele II, n. 18
10123 Torino - Italia
P.I. e C.F.: IT0846600012

