

COMPANY PROFILE

FEEL SECURE

COMELIT



“
**FEEL
SECURE**”



“ For us, security is a priority. A goal. A firm commitment. One that we want to transform into your reality. ”

WE BELIEVE IN A SAFER WORLD.

A world in which the safety of people, places and property is achievable – for everyone. We are motivated by the desire to make our contribution to the safety movement and strongly believe in these values. They are the driving force that pushes us forward every day, without fear of making mistakes, to search for technological solutions that help to make the world **a safer place in which to live.**

SECURITY

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The **security** of a long history.

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A history composed of listening, research, development and constant commitment, with the aim of creating more value for customers, colleagues and suppliers.

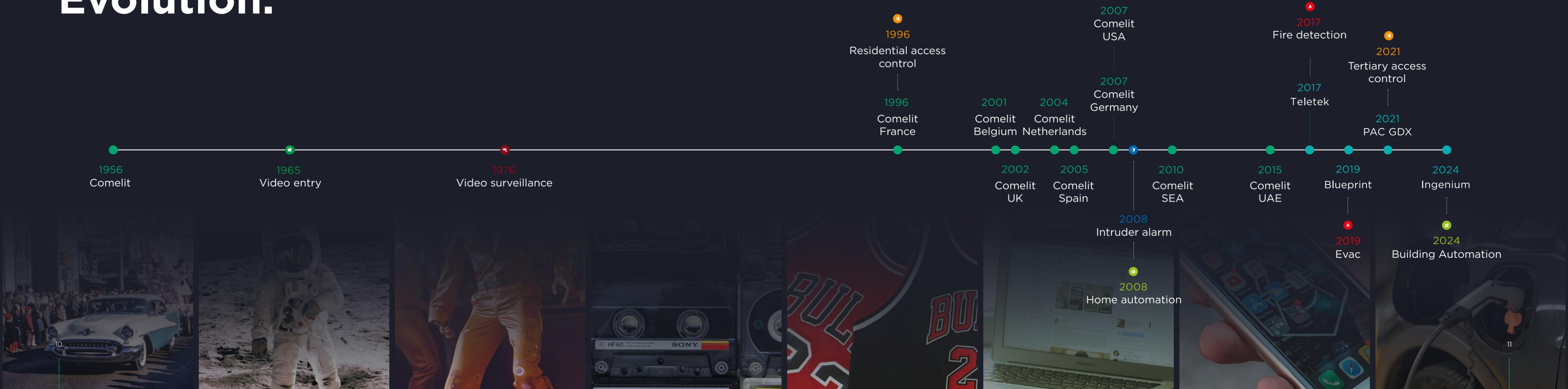
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Our concept of security **originated in 1956**, when the Comelit Group began operating. For over half a century, Comelit has been a central player in an extraordinary evolution due in equal part to technological innovation and changing demands made by customers: installers, designers, end consumers and wholesalers distributing the products. We are now an international Group specialising in the design and manufacture of door entry monitors, video surveillance, intruder detection, home and building automation, access control and fire detection.

We have always been distinguished by our **will and ability to be there at all times for people**, whether they are customers, colleagues or suppliers, offering the best product and service solutions to guarantee everyday peace of mind. At Comelit we do not restrict ourselves to creating and distributing technologically advanced design-led products of certified quality; we also offer a number of services that are tailored to the requirements of our customers.



Transformation. Innovation. Evolution.





Comelit in 2023

THE RESULTS IN NUMBERS

The road we travel is one of ideas and concrete actions. It is a story of tangible milestones. It is a journey of objectives achieved and proven results.

14

COMPANIES WORLDWIDE

8

RESEARCH AND DEVELOPMENT CENTRES WORLDWIDE

1,000+

COLLEAGUES

178mIn

TURNOVER

96

EXPORT COUNTRIES WORLDWIDE

90%

TURNOVER GENERATED BY COUNTRIES IN WHICH BRANCHES ARE LOCATED

9%

PERCENTAGE OF ANNUAL TURNOVER INVESTED IN R&D

12,300+

HOURS OF TRAINING DELIVERED IN 2021

24%

COLLEAGUES UNDER 35

28%

WOMEN

The **security** of a structured Group.

Security, for our partners and customers, also means being able to count on real representatives, with people who are always there. Comelit is a Group which, **for nearly 70 years**, has been under the same ownership: four families united by a shared dream, who invested in human resources and technology to create value for themselves, for their customers and for society as a whole. A **family company** that relies on structured and consolidated management, sharing the same vision and striving to make it a reality every day. With enthusiasm, skill, determination and courage.



“ People and responsibility: a dependable organisation with representatives who are always ready to respond to the demands made by the market and by our partners. ”



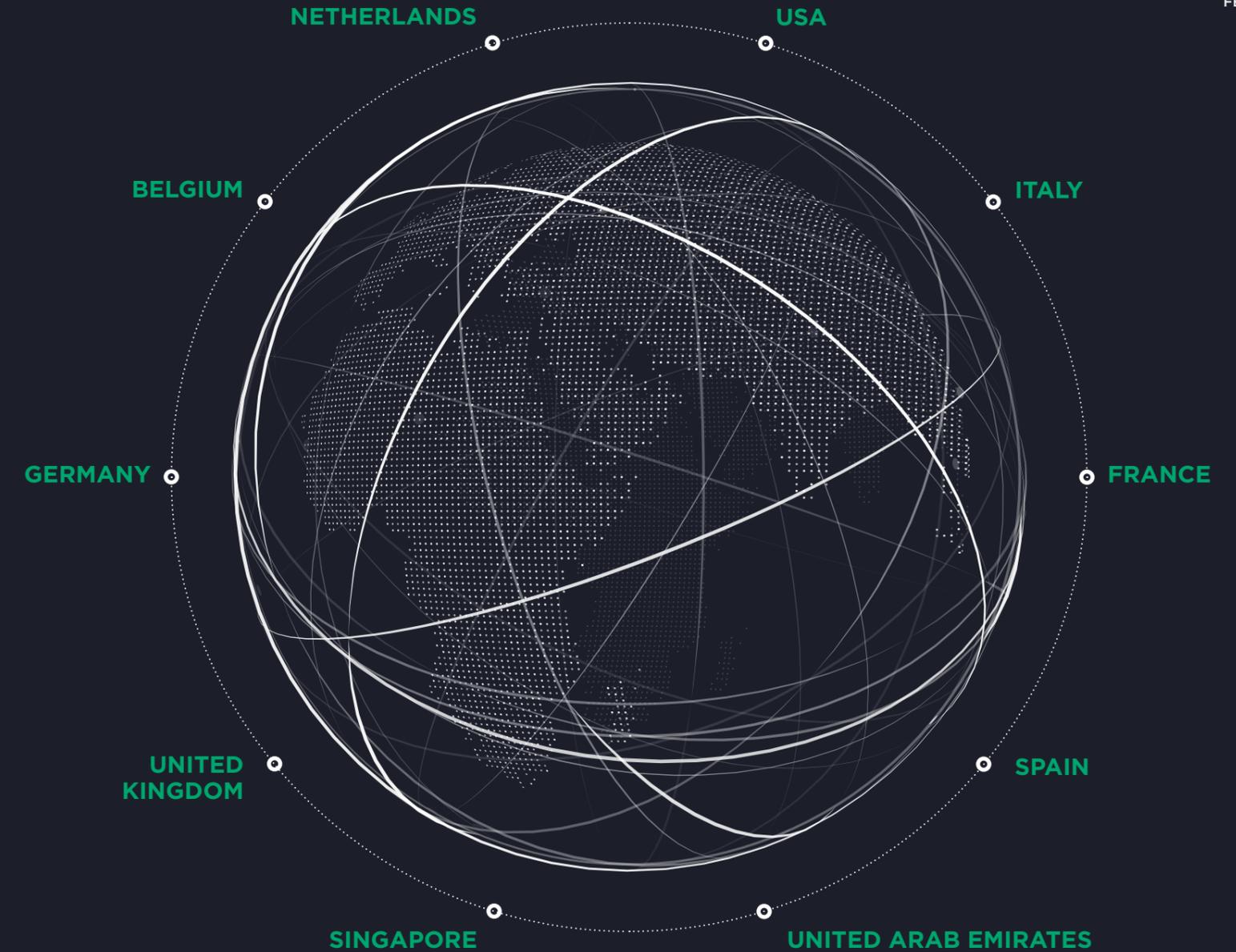
Comelit worldwide

INTERNATIONAL VOCATION, CONNECTION WITH THE AREA

The Comelit Group's strong international vocation originates from its close ties with the area where it was founded and where its headquarters are still located today, in the upper Val Seriana. Comelit has **14 companies** stationed in strategic areas throughout the world, in addition to **8 R&D centres**.

The Comelit Group's expansion process began in 1996, starting in Europe with the launch of the first branch in Lyon, France. Further branch openings then followed in the Netherlands, Spain, Belgium, the United Kingdom, Germany, the USA, Singapore and Dubai. The Group **exports to over 90 countries worldwide** through a complex sales structure which blends shared know-how with the awareness of specific requirements in each market.

The Group's excellence has also received major recognition all over the world, as a result of truly prestigious installations: from Manhattan, with the large Stuy Town residential complex, and The Caribbean in Singapore to the luxurious Tour Odéon in Monte Carlo, the Markthal (a well-known covered market in Rotterdam) and the UpTown project – the first zero-impact district in Italy – just outside Milan.





A safer world.
A more relaxed world
for everyone.
This is the thinking that
inspires our work.



The **security** of a clear vision.

Our vision is clear, as is our mission: **helping to make the world a safer place**. The security we offer is not only linked to our products, but also – and especially – to the services we offer. In fact, Comelit means everyday peace of mind for our customers who, with us, are able to count on a reliable partner who is always there to listen and offer a timely response. We think that a safer world is both a goal to aspire to and a challenge to give everything to, without ever holding anything back.

For us, this is the meaning of security: listening to the requirements of our representatives and constructing a system of services and solutions that is constantly updated, with tangible responses to actual questions. This is why we can tell you to **“Feel Secure”**: because our security comes from a place of respect. Respect for the people we work with. Respect for the environment we live in. Respect for the future we are protecting.





Feel Secure.

SECURITY IS OUR CORE VALUE

There is a perfect continuity of vision between being close to our customers, suppliers, colleagues and end users and the concept we express through our “Feel Secure” slogan.

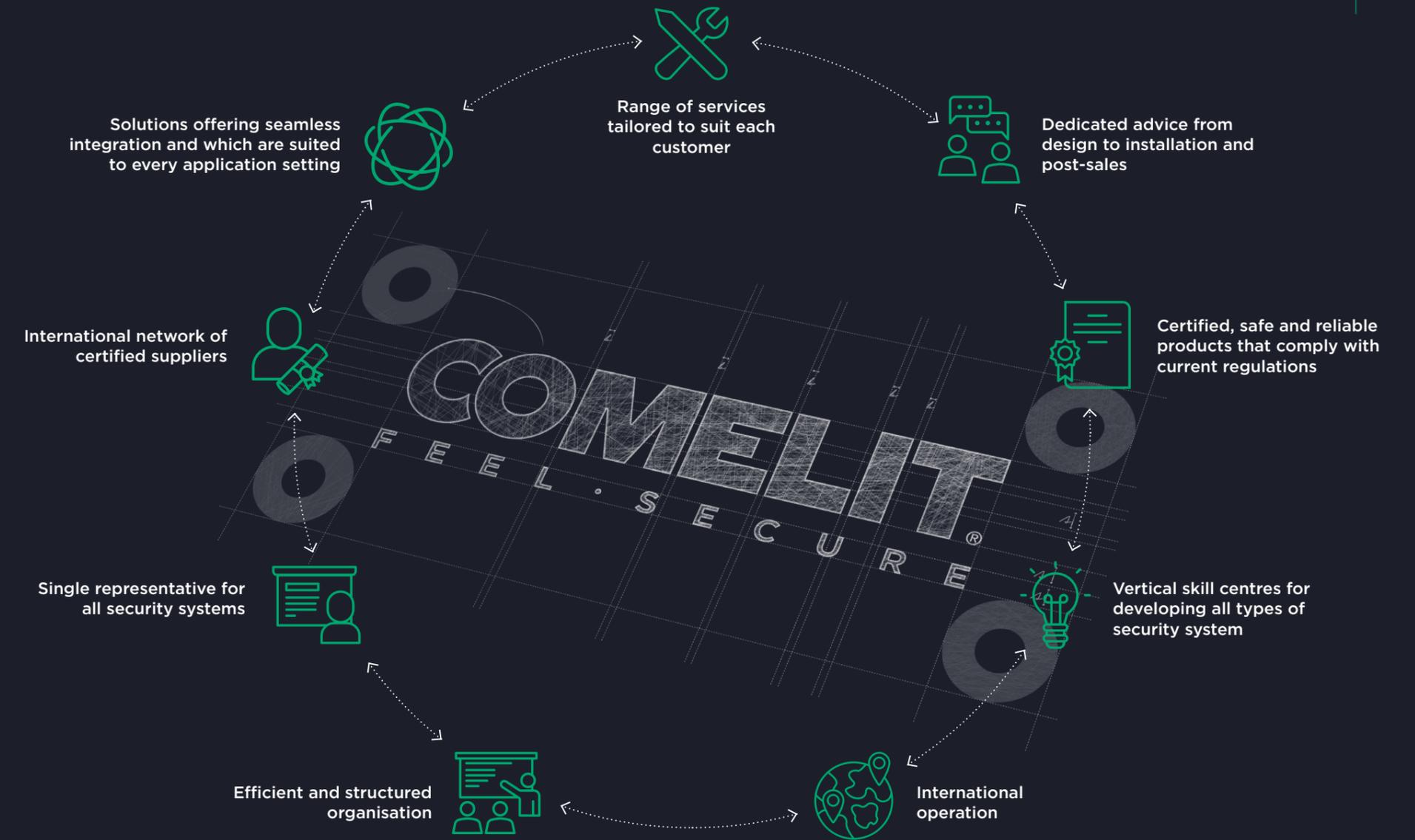
The security we offer every one of them is the direct result of the **care of individuals** which is a distinguishing feature of Comelit’s identity.

We make our customers feel secure because we are not simply their suppliers, but their advisers; because we focus on building a relationship with them that is based on trust and respect; because we listen to their needs and do everything we can to satisfy them.

We give our colleagues security by taking care of them, ensuring they have opportunities for growth and development while achieving the right balance between their professional and personal lives, stimulating and encouraging individual curiosity and collective intelligence by involving them in our projects.

We want our suppliers to grow with us, as we guide them through their everyday efforts to improve our products and services, remaining at their side through challenges big and small.

For anyone using our products at home or in the office, we guarantee **total security**, through systems which protect people’s lives, spaces and property.





The **security** of a marked-out route.

Comelit's model for success is based on **closeness to the market, to customers and more generally to all the partners** choosing to work with our company. In a setting where everyone concentrates solely on the evolution of technology, at Comelit we have chosen to place equal value on both research and development and the quality of our services.

We have always been there for our customers and have – as a result of our many years of experience – developed an awareness that, as well as safety and technological reliability, industry professionals need in order to count on reliable partners who enable them to do business efficiently, from the selection process to after-sales support.



“ Safety for us is proximity: a promise that reflects the values of the company as well as its personality. ”



FEEL SECURE



Free telephone support
Monday to Friday



MyComelit App
our company is always with you



On-site inspections



Intricate technical support network (S.A.T.Co.) for on-site assistance

Training and continuous refresher courses



Team offering advice relating to design and technical standards



FEEL SECURE



With You. Always.

CLOSENESS TO THE CUSTOMER: OUR WAY OF LIFE.

“With You. Always”. **Being close to the customer, at every stage of their work, is our way of life.** It always has been. This is why we arranged to offer a free telephone support service **from 08:00 to 18:00, Monday to Friday.** In Italy, we have invested in the creation of an intricate network of technical consultants (S.A.T.Co.) who carry out on-site inspections and offer local on-site assistance. We have also created a team of engineers and experts who offer advice relating to designs and standards.

We support the training and continuous professional education of our customers: our Academy organises courses and promotes events throughout the country.

We would like to be at our customers' side at all times as they go about their work: our MyComelit App ensures they receive constant support, wherever they are.

We use our constant presence to pursue our security ideal. We use our constant presence to make our customers' lives calmer, and their work easier and more efficient. We use our constant presence to keep our promise: Feel secure. Because we are always at your side.

With You Always, so you can... Feel Secure!

The **security** of an international enterprise.

“ We are a multinational Group which combines global vision and local presence, with offices and personnel across five continents. ”

We are a multinational Group, present in **five continents** with our own offices, structures and personnel. An extra guarantee for our customers.

Our vision is founded on a **“glocal” approach**, which is driving us to diversify our range of products in line with demand in every country. An **intricate network of branches** allows us to operate directly in each strategic market, and to have in-depth knowledge of it thanks to management with local roots.

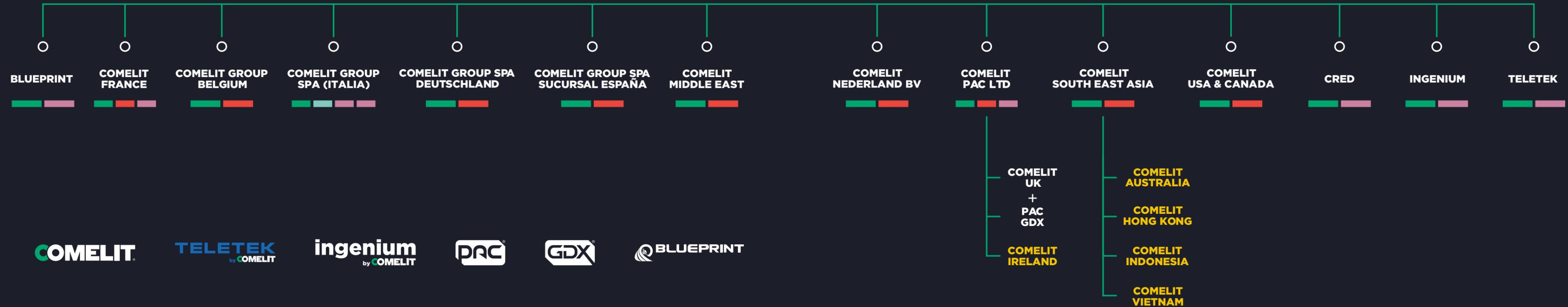
Our international vocation is also expressed in the skill centres we have built over time, through the acquisition of companies specialising in the research and development of the security systems forming our range of products.



Comelit Group S.p.A.

14 COMPANIES WORLDWIDE
— 1 Headquarters
— 9 Branches
— 5 Rep. offices
— 8 R&D centres

CORPORATE STRUCTURE



COMELIT UK + PAC GDX

COMELIT IRELAND

COMELIT AUSTRALIA

COMELIT HONG KONG

COMELIT INDONESIA

COMELIT VIETNAM

The **security** of firm benchmarks.

The Comelit Group has always opted for a business model that **focuses its vision on people**; this vision is realised through the attention it dedicates to colleagues, through the ethics governing its relations with suppliers and through its partnerships with designers, installers and wholesalers.

Our main aim is **to improve the quality and safety of everyday life** by designing new solutions which offer simplicity and functionality, while constantly looking to the future. Our objectives also include creating value and opportunities for stakeholders – namely customers, suppliers and colleagues – as well as communities. To achieve these objectives, we have implemented all the necessary industrial and financial strategies and developed a Code of Ethics, aimed at guaranteeing transparency, fairness and loyalty in every area in which we operate.



“ Transparency, fairness, loyalty and security: these are the cornerstones of a Code of Ethics which places people at its core. Every day. Always. ”



HUMAN CAPITAL:
THE MOST
IMPORTANT
RESOURCE

PERSONAL
DEVELOPMENT

CAREER PLANS

TRANSPARENT
COMMUNICATION

DIVERSITY AND
INCLUSION

HUMAN FACTOR

RISK MANAGEMENT

TRAINING AND
EDUCATION



The value of people.

FOR SUSTAINABLE LONG-TERM GROWTH.

Creating a **shared corporate culture**, promoting transparent and constant internal communication and working to increase know-how makes it possible to build a cohesive community of colleagues, which encourages and enhances their personal development.

Comelit is committed to placing every colleague in conditions which allow them to freely express themselves and do their best, with the knowledge that human capital is the most important company resource.

In 2022, we adopted a **Diversity and Inclusion Policy**, to promote a culture of diversity and equal opportunities and create an environment that leverages as far as possible the idiosyncrasies of which it consists. Leveraging the human factor also encompasses achieving the best possible balance between professional and private lives.

For Comelit, colleague wellbeing is a priority objective. This principle is implemented through careful planning of risk prevention, monitoring and management systems. We encourage the adoption of good practice and behaviour between individuals and, through training and education, we support the development of an internal culture around the topic.



FEEL SECURE

22

PEOPLE IN OUR SALES TEAM
PROVIDING NATIONWIDE
COVERAGE

16

TECHNICAL
SPECIALISTS

21

R&D EXPERTS



FEEL SECURE



UK

Comelit has been a trusted security manufacturer in the UK since 2002. The acquisition of PAC-GDX marked a significant milestone, expanding its expertise in access control and door entry systems. With over 100 professionals based in Luton and Manchester, Comelit-PAC designs and delivers advanced security solutions for diverse markets.

Its specialised sales structure includes tailored offerings for the private residential sector and robust, scalable systems for commercial and public spaces. A Social Housing Team supports housing associations, while the Specification Team collaborates with architects and developers on large-scale projects. Beyond access control, its fire safety systems have seen remarkable success in the UK. Comelit-PAC also oversees sales in Ireland, enhancing its regional leadership.

The **security** of a single representative.



“ A single representative, a response that is always satisfactory, a system at your service. This is the One-Stop Solution philosophy. ”

In an increasingly complex market, where a need may require the assistance of several professionals, at Comelit we decided to make a choice geared towards total efficiency. Our added value is offering the chance to have **a single representative managing and designing all the security systems**: from fire detection to voice evacuation, door entry and video surveillance, and from home automation to building automation, intruder detection and access control.

Choosing Comelit means choosing an ecosystem of products and services, all offering seamless integration, so that you can always count on a quick and appropriate response.

A single step, a single call and Comelit will be with you.



ONE-STOP SOLUTION. A SINGLE REPRESENTATIVE FOR ALL YOUR REQUIREMENTS.

Choosing Comelit means choosing an ecosystem of products and services, all perfectly integrated with one another, so that you can always count on an appropriate response in the quickest possible time.



The **security** of a cutting-edge product range.

Over the years, the Comelit Group has established itself as an international **leader in the security sector**, starting with video entry and gradually extending its range of operations to the fields of video surveillance, intruder detection, home automation, building automation, access control, fire detection and voice evacuation. Choosing Comelit means choosing products that have been devised and designed entirely by our company, the result of incessant research and development that comes from listening to the markets. Our processes are optimised to deliver the objectives of quality, reliability and innovation in terms of technological, functional and design choices.

“ A wide range of technologically advanced and perfectly integrated solutions and systems. For every need, there is a solution. ”

The value of integration.

EVERY PRODUCT MUST BE CAPABLE OF INTEGRATING WITH OTHER SYSTEMS DESIGNED FOR INTEGRATION: A PREREQUISITE FOR OPTIMISING THE RESULTS ACHIEVED BY DESIGNERS, INSTALLERS AND END USERS.

Comelit security systems **interact perfectly with one another**, fully utilising the available communication technologies and protocols. For example, the Horus system manager can be used to monitor all the systems in a building using graphic maps and from a single workstation. Integration between the voice evacuation systems and the fire detection panels encourages proper, orderly evacuation. Integration between the fire detection system and the IP video entry system ensures constant control of building security and management of refuge areas in emergency situations.

This philosophy of integration is epitomised by **MyComelit**, the platform allowing professionals and safety managers to remotely view, manage and control all Comelit systems connected to the Cloud.

Comelit systems offer a further advantage: the ability to **integrate with third-party solutions**. This is not only true of smart speakers, but also for applications developed by others, into which Comelit video entry functions can be integrated. Other possible integrations include the addition of third-party apps on Comelit internal units, compatibility between Comelit IP systems and third-party terminals, or video entry system management on external platforms such as Cloud2Cloud.

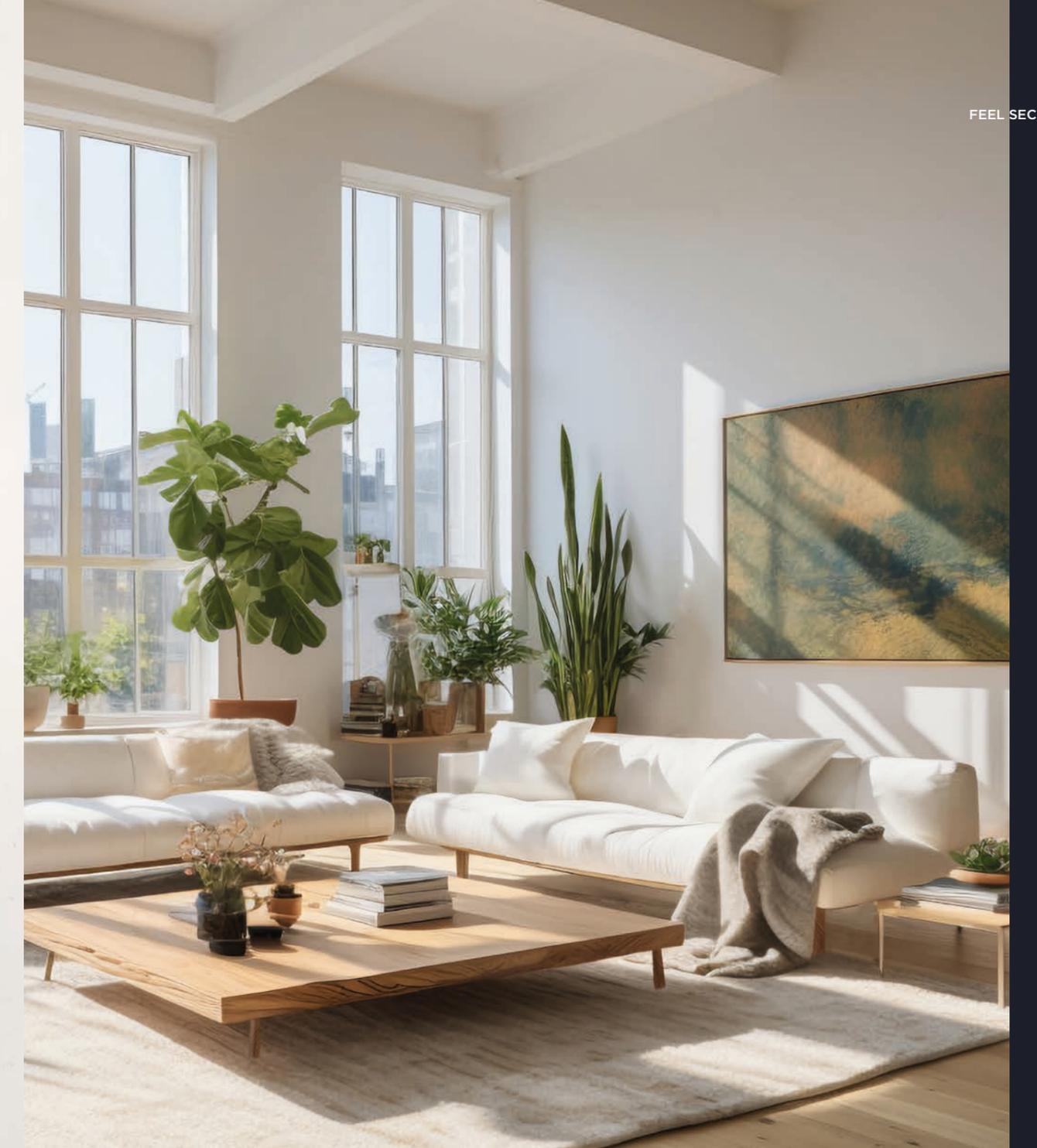


Door Entry Systems

THE FIRST STEP TOWARDS SECURITY.

With the launch of the revolutionary 2-wire Simplebus system in the 1990s, Comelit rewrote video entry history, redefining industry standards and making installers' jobs easier. Pioneers of innovation, we opened the door to the IP video entry era over ten years ago. Our vision now places us among the global leaders. Thanks to our cutting-edge technology and a wide range of internal and external units, tailored communication and security systems can be created for every setting.

Our intuitive and high-performance systems make people's lives safer and more comfortable.



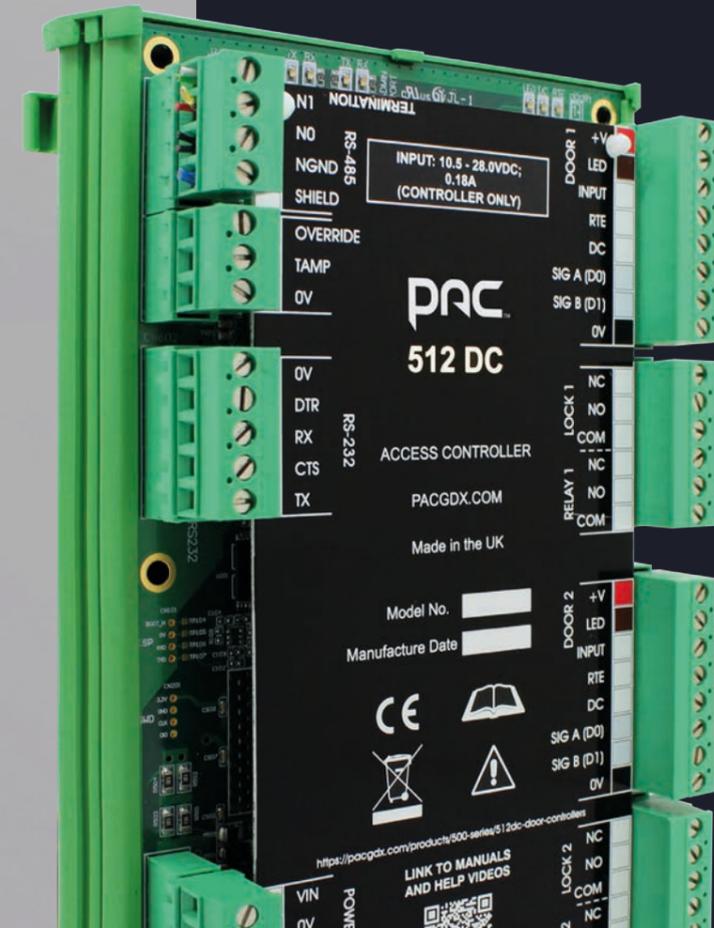


Access Control

UNCOMPROMISING EFFICIENCY.

Comelit is a leader in the production of access control systems, offering a wide range of solutions that are suitable for a range of different settings – from residential to large businesses. They stand out due to the ease of management, flexibility and a comprehensive range of products on offer, guaranteeing reliable, secure and customised access control.

Our devices integrate seamlessly with other security and monitoring systems and with video entry solutions, allowing centralised management.



Fire Safety Systems

AN ESSENTIAL VALUE.

Thanks to our wide range of addressable and conventional systems for fire detection and prevention, you can protect people and property in all buildings and ensure they benefit from the utmost security. Our devices integrate seamlessly with other security and monitoring systems, allowing centralised management and constant monitoring of the area. And, for an even more comprehensive solution, the system can be integrated with our voice evacuation, gas analysis, aspirating and extinguishing solutions.

All Comelit systems conform to the latest applicable EN standards which specify the requirements for detection and alarm systems, and are updated accordingly.





Video surveillance

SCALABILITY AND HIGH-END TECHNOLOGY.

Comelit video surveillance is a guarantee of cutting-edge technological solutions, easy installation and 40 years of experience as an industry leader. We excel in the field of security, thanks to high-resolution cameras and the attention we dedicate to cybersecurity for optimal data management.

With Comelit you can count on a smart video analysis system which integrates easily with other security and monitoring devices.



Intruder alarm

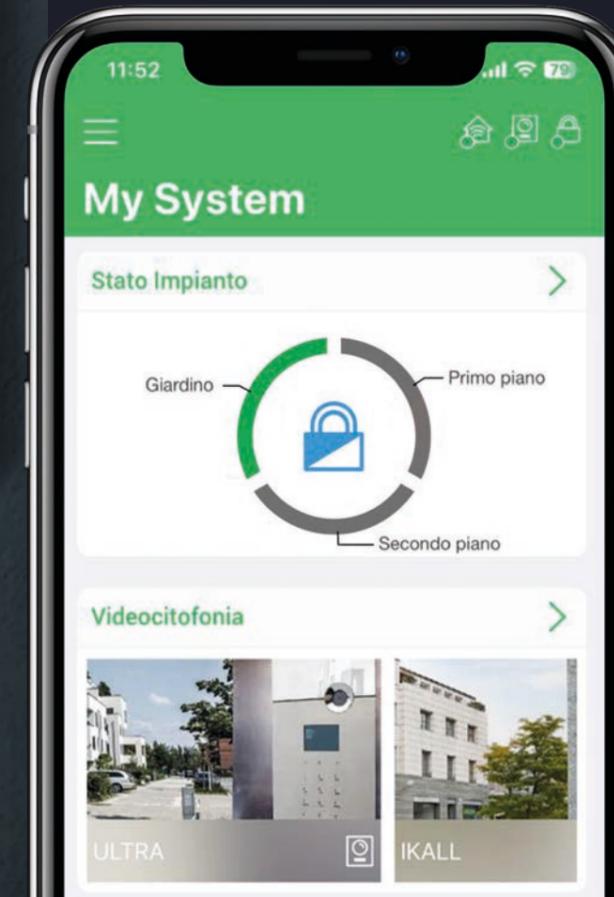
THE GUARANTEE OF LIMITLESS SECURITY.

Our solutions can be used to design a comprehensive and reliable security system which always guarantees the highest standards of protection.

The ability of our devices to integrate with other security systems allows centralised management and constant monitoring.

The wide range of solutions, both wired and wireless, and the huge selection of indoor and outdoor sensors in addition to intruder detection barriers, **guarantee optimum and fully tailored security.**





Home and Building Automation

SMART LIVING.

Comelit offers an intuitive and high-performance home automation system, wired or wireless, which can be used to create secure, smart and comfortable spaces, guaranteeing centralised management and full control of the systems in each room.

Comelit home automation systems are a scalable and functional solution for controlling and monitoring the systems inside a building.

In short, Comelit offers a solution which can be used to control video entry, home automation, intruder detection and video surveillance systems using a single app.

The **security** of constant innovation.

“ We have 8 vertical skill centres, in Italy and overseas, for designing and engineering all our products in our own facilities. ”

Innovation and research and development efforts allow us, day after day, to **actually improve the quality of life of our customers and partners.** We are constantly involved in a journey of upgrading which never ends and which is aimed at finding innovative, sustainable and customised solutions on the basis of the requirements expressed by our customers.

Over the years we have grown our investment and set up **8 vertical skill centres**, in Italy and overseas, for designing and engineering all our products in our own facilities.

Recognition of this undertaking and the investments made comes in the form of the many patents we have officially secured in recent years.



Comelit R&D Center

The beating heart of Comelit innovation is located in Bergamo.

This is home to the Group's busy R&D division, which deals with video entry systems and the software applications used to support the various product functions, in addition to coordinating the activities of the other vertical skill centres spread throughout the world. The teams of **specialised technicians** operate in the following areas: Mobile (Android & IOS), Cloud (Back End & Front End), Hardware, Embedded devices (Android & Linus), Software Desktop, Mechanical and Industrialization, Firmware, Design Center and Cybersecurity.

Every new idea and every new design – the result of listening directly to the market – is developed in every aspect and validated, before moving on to its industrialisation phase, in the context of a process of continuous innovation built around the security of anyone who is likely to sell, install or use it.

The R&D process, aimed at developing new products and new technologies, is further enriched by the patents that Comelit has attained in recent years.





Teletek Electronics

A Bulgarian company with headquarters in Sofia, Teletek joined the Comelit Group in 2017; it is a real treasure in terms of technology and innovation and covers **an area of 11,000 square metres**, 4,500 of which are dedicated to manufacturing. Teletek has been operating in the security sector for over 30 years and counts on a dedicated team of around **240 employees** for its annual

production, which exceeds **2 million devices**.

Its research and development department includes **over 50 engineers**. The high level of automation on the production lines is combined with the most stringent checks on the finished product, with 100% of manufactured products undergoing tests and inspections. Rapid growth in recent years has led Teletek to become one of the top 25 intruder and fire detection alarm manufacturers on a global scale, with over **50 million detectors sold throughout the world**.





Ingenium

A Spanish company based in Oviedo, Ingenium designs and creates cutting-edge technology for home and building automation, drawing on consolidated technological know-how and a strong appetite for technological research and development. Recognised as an “innovative company” by the Spanish Treasury Department, it was the first company in Spain to gain ISO 9001 certification in the Research, Development and Innovation (RDI) sector. Ingenium Sa has developed a range of devices for home automation (with proprietary BUSing® communication protocol) and building automation (with KNX communication protocol). The Ingenium portfolio offers **a number of systems** (including wireless) **used in the automation of large buildings** (such as hotels, public facilities, business centres and offices) **and private residences**. The range of products allows consumption, lighting and climate control management, the creation of custom scenarios and alarm control. All through monitors, multi-purpose entrance panels and – remotely – via app.



ingenium
by **COMELIT**



FEEL SECURE



PAC-GDX

With the aim of acquiring a vertical skill centre for access control, in 2021 the Comelit Group purchased PAC-GDX, part of the American multinational Stanley Black&Decker with an outstanding history in the British market.

The R&D centre created as a result of the acquisition, with headquarters in Manchester, is focused on the **development of integrated access control and video entry solutions** to tackle the growing demands of the international market.

The Manchester office is now **the Group's worldwide skills hub when it comes to access control for the tertiary sector.**



FEEL SECURE





CRED

Established in 2018 at the technological park in Elgazela, Tunisia, which covers an area of approximately 90 hectares to the north of the town of Ariana and is home to a number of multinationals specialising in the field of telecommunications, Cred is **a research and development centre operating in close partnership with the central Comelit R&D facility** in Bergamo.

The team of **28 researchers and technicians**, in particular, works on Italian projects which use Linux embedded technologies, microcontrollers, PC software and the Cloud.

It also offers **technical telephone assistance to support the entire Comelit France sales network**.





Blueprint

Founded in 2003 in Medolago, in the province of Bergamo, Blueprint is a leading company in the **design, development and manufacture of audio distribution and emergency messaging solutions, with particular emphasis on the audio systems connected to evacuation.** Acquired by the Comelit Group in 2019, it specialises in the integration of its own products into the security, intruder detection, smoke/gas detection and audio/video management systems created by the Group.

Its R&D department currently consists of a team of 4 dedicated technicians who can rely on their solid know-how, built on twenty years of experience in the sector.

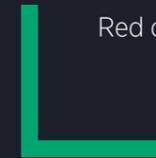




Design Center

A team of professionals and industrial designers work at our Design Center, in partnership with Milan Polytechnic. The products developed express our values and stand out due to their quality, innovation and functionality, as well as their ease of installation and intuitive operation, which improves the experience of anyone using it.

Design is an integral part of product functionality and has always been one of Comelit's recognisable strengths. The company's constant commitment is evidenced by the many prestigious international awards it has received over the years, including the ADI Design Index, the Good Design Award, the Red dot design award, the German design award, the Design Plus award and the Merlion award.





FEEL SECURE

The **security** of care taken with data and information.

Now more than ever, especially in this age of “Big Data”, **cybersecurity and protecting sensitive data** have become very important and topical issues that are causing growing concern among companies and private citizens. We are therefore investing heavily in finding advanced solutions that can increase the level of IT security and sensitive data protection. Our proprietary **server-cloud infrastructure** for data transfer and storage is based in Europe and is run in partnership with the world’s largest cloud provider, **Amazon AWS**. Our servers in Frankfurt, Germany, are protected by state-of-the-art cybersecurity systems, and not only are they not accessible to anyone for any reason whatsoever, but they are also continuously backed up and multi-region disaster recovery systems implemented. We believe that ensuring the complete safety of all data processed, every video recorded and every face filmed is a priority.



At Comelit, we consider the protection of personal data to be a strategic element and an essential principle for our business, as it is a fundamental factor in strengthening customers' trust and sense of security.



Our commitment to keeping your data safe

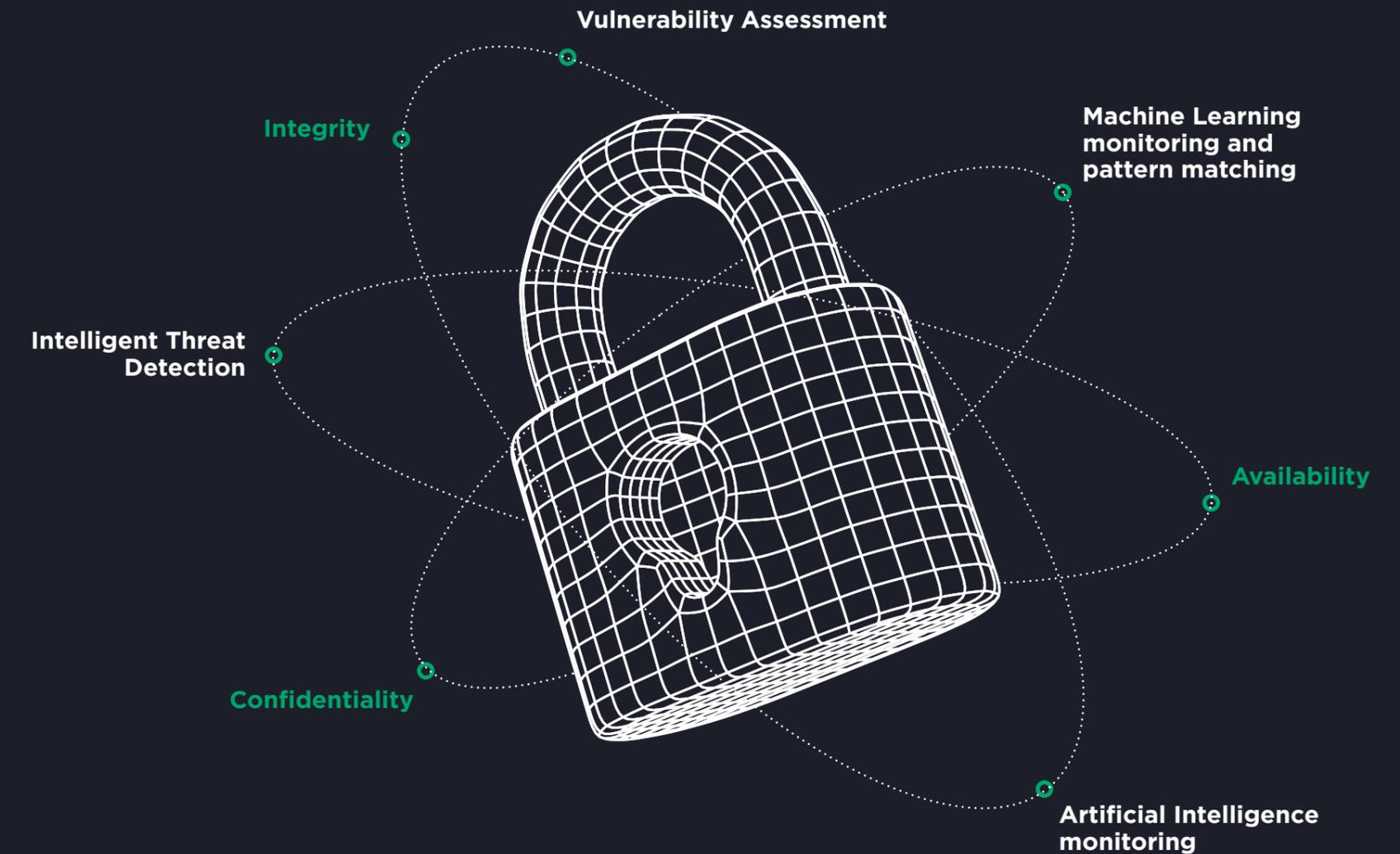
THE VERY HIGHEST SECURITY STANDARDS

Thanks to the use of AWS cloud services, Comelit video surveillance solutions offer the highest standards in terms of cybersecurity and the protection of sensitive and personal data in compliance with European privacy regulations. The infrastructure, based on the use of highly reliable and scalable serverless technologies, is systematically subject to:

- **Vulnerability Assessment** for the detection of security holes in software, its dependencies, and network configurations
- **Monitoring with artificial intelligence tools** that use pattern recognition algorithms to detect fraudulent behaviour and attacks
- **Monitoring with tools that use machine learning and pattern matching** to identify sensitive data and protect its privacy and security by enforcing security best practices
- **Intelligent threat detection** tool with transport layer DDoS attack protection (ISO OSI level 4)

This means we are able to guarantee:

- **Confidentiality:** access to data must only be provided to users with genuine authorisation
- **Integrity:** data is stored without any tampering
- **Availability:** data can be made available in the shortest possible time



The **security** of certified quality.



“ **Certifications and adherence to standards are guaranteed for all Comelit products.** ”

Our quality is certified and **always up to date with changes in legislation** relating to manufacturing and security. As a company we have the ability to quickly and dynamically adjust our standards to match international regulations, transforming external incentives into our internal culture.

This means that, as well as having products which are always certified, we offer constant and timely support to professionals in the design field, meeting their demands for updates and adjustments to satisfy regulations and standards.

Comelit has been managing and maintaining the Quality Management System for over 30 years in compliance with **ISO 9001**, and the Environmental Management System for almost 20 years **in compliance with ISO 14001**: for a company with great ambitions, these two international standards are no longer only a hallmark, but are prerequisites for access to the global market.

The **security** of protecting people and the environment.



In recent years, the Comelit Group has embarked upon a path to make sustainability one of the cornerstones of its corporate philosophy, by committing itself to being **a sustainable company and promoting a culture of sustainability**. The basis of this decision was an awareness of the extent to which the sustainable development goals were in line with our company vision and our everyday way of working. Indeed, if the philosophy behind our work is to contribute to creating a safer world by focusing on the individual, it is clear that the value of sustainability constitutes a hallmark of the very identity of Comelit. As part of this vision, proximity to customers is combined with care for everyone who works with us and attention to the community of which we are part, in addition to a commitment to minimise the impact our operations have on the environment.

“ Sustainability for us is a journey that can add value to the business and the company's operations. ”

Our sustainable development goals

SUSTAINABILITY IS A CORE ELEMENT IN OUR STRATEGY AND FORMS PART OF OUR DNA.

We have integrated into the Group's processes and governance all social, environmental protection and effective management elements that contribute to creating a better future for the planet and for the community.

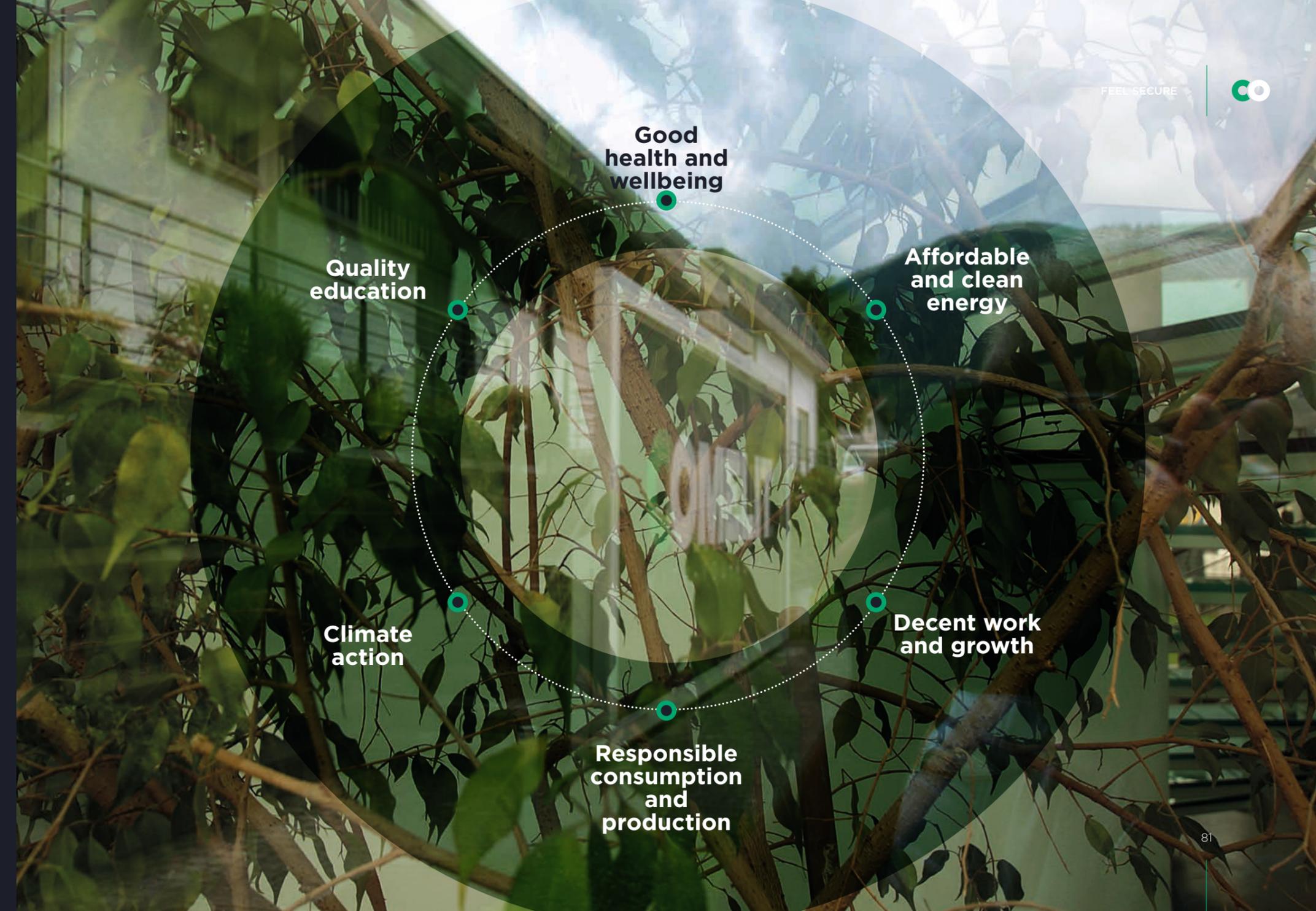
To analyse the contribution Comelit can make to the achievement of SDGs (Sustainable Development Goals), we used the **SDG Compass**. This analysis enabled us to identify the goals to which we can make the most significant contribution:

- **Good health and wellbeing**
- **Quality education**
- **Affordable and clean energy**
- **Decent work and growth**
- **Responsible consumption and production**
- **Climate action**

To achieve these objectives, we are adopting sustainable practices for all the areas in which we operate, constantly monitoring and evaluating our progress and introducing corrective measures. Plus, we work with our stakeholders to promote sustainable growth and create a better future for all.



Download our Sustainability Report



For our colleagues

- Launch training and workshops aimed at improving the sustainability culture and awareness of all colleagues (Sustainability Ambassadors)
- Gradually extend the performance management system to all colleagues, including specific sustainability-related drivers
- Continue to set up people caring programmes
- Launch training and continuous learning programmes for all colleagues
- Implement procedures for listening and monitoring colleague satisfaction

For the environment and for the community

- Continue energy efficiency initiatives at all Group sites
- Disseminate the culture of eco-design and environmentally aware planning for gradual integration into product design
- Extend the application of the LCA methodology
- Support local bodies and associations in areas where the Group's branches operate, on issues relating to the safety of people, sites and buildings

For our suppliers

- Add socio-environmental variables to the process of selection, evaluation and management of suppliers
- Raise awareness and train buyers on Sustainable Procurement issues



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