

# SEKO ESG Policy

Version: 01

## FOREWORD

This ESG Policy aims to set out SEKO's ongoing commitment to integrating environmental, social and governance considerations within its business strategy, operational decisions and stakeholder relationships.

In a world that is increasingly aware of climate change and social challenges, SEKO is committed to playing a proactive role in creating a sustainable future, in the belief that its long-term success is intrinsically linked to creating value for its customers, employees and for society as a whole.

Within a logic of integral and integrated sustainability, SEKO has a single Policy to embrace the various issues that impact environmental, social and governance issues.

## ENVIRONMENTAL

### 1. Assessment of the Environmental Impact and Reduction of Polluting Emissions

SEKO's commitment in the mitigation of its impact is expressed, first and foremost, in the identification and subsequent careful and informed assessment of the environmental risks it is exposed to. The company is committed to monitoring the greenhouse gases deriving from its activities with the aim of undertaking a virtuous path for their reduction and to establish internal guidelines in this regard.

### 2. Greenhouse Gas Management

SEKO is committed to developing greenhouse gas management strategies that include plans to reduce them through technological innovations and process streamlining. The company assesses the measures to monitor and reduce emissions in its facilities and along the supply chain, as well as promoting collaboration with suppliers and partners who pursue similar emissions reduction objectives.

### 3. Efficient Energy Use and Water Resource Management

SEKO is committed to promoting the responsible and efficient use of energy at its facilities, in order to streamline and reduce its internal consumption. It promotes responsible management of the water resource aimed at reducing water consumption. Acting on the principle of Corporate Environmental Responsibility, an internal awareness-raising plan on energy and water issues is implemented which, starting from corporate life practices, extends to daily personal behaviours as well. Furthermore, SEKO's choices in the use of transport are taken also in accordance with environmental sustainability.

### 4. Promotion of Renewable Energies

Within the context of its commitment to sustainability, SEKO will actively promote the use of renewable energies in its operations as well as among its stakeholders. The company undertakes to invest in sustainable energy solutions and encourage its suppliers and partners to do the same, promoting a gradual switch to clean and renewable energy sources.

### 5. Circularity and Waste Management Models

SEKO acknowledges the importance of responsible waste management and is committed to reducing, recycling and to sustainable disposal thereof, by implementing circularity models. Furthermore, it arranges for separate waste collection within the company premises, prioritises the repair of broken tools or the upgrade of obsolete ones, rather than replacing them, and before discarding obsolete tools, it seeks out concerns that may benefit from them in the form of donations. Circular waste reduction practices are promoted and incentivised within and outside the organisation, in order to make the entire SEKO ecosystem aware of waste management and committed to ensuring it is done properly.

### 6. Safeguarding Biodiversity and Protection of Natural Ecosystems

SEKO acknowledges the importance of preserving biodiversity as an essential part of its environmental commitment and undertakes to reducing to the minimum the impact of its activities on natural ecosystems. The company promotes corporate practices that limit greenfield building for its facilities and, on the contrary, it undertakes to recover abandoned buildings, thereby preserving the natural habitat and incentivising the protection of species at risk. SEKO is committed to collaborating with local partners and conservation organisations to implement biodiversity recovery and protection initiatives in the areas in which it operates, as well as to raise awareness among stakeholders on the importance of protecting ecosystems and biological diversity.

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## SOCIAL

### 1. Human and Professional Development

SEKO believes that Human and Professional development is an essential element to ensure the organisation's sustainable growth. This principle is expressed in the investment for the skills growth and development of its employees, implemented through targeted training programmes, aimed at improving the professional skills of the individual person, promoting innovation and extending the horizon of knowledge beyond the technical-functional boundaries.

### 2. Employees' Health and Well-being

For SEKO, the concept of health embraces the physical safety and well-being of its employees through specific initiatives. Opportunities are created for training and reflection on the topics in question. The sustainability of life within SEKO stems from a business culture founded on sharing, and on mutual respect and care.

### 3. Employee Engagement

SEKO recognises the crucial value of engaging its employees. That is why it is committed to creating a constructive and participatory work environment, where the opinions of each employee are taken into account in the operational processes and related to ESG issues. Through workshops and team meetings, SEKO seeks to strengthen the sense of belonging of its associates in company activities.

### 4. Diversity, Inclusion and Equal Opportunities

Consistently with its objectives and values, SEKO undertakes to promote an equitable and inclusive workplace, capable of taking into account the needs of individual people and appreciating them. It welcomes all diversity without discrimination, avoiding any preferential logics and ensuring equal treatment for everyone, "without distinction of sex, race, language, religion, political opinion, personal and social conditions" (It. Constitution art. 3). SEKO is committed to ensuring that its policies comply with the universally recognised guiding principles and current international and Italian regulatory framework, keeping constantly up-to-date with respect to changes and developments in the existing legal system. No form of discrimination, harassment or unfair treatment shall be tolerated at SEKO. Every report is investigated promptly, and adequate corrective measures are taken consequently.

### 5. Collaboration with Partners and Customers

SEKO recognises the importance of collaborating with socially responsible partners, who share its values and the will to generate a positive social impact. The Company undertakes to assess potential partners also with respect to their approach to ESG issues, compliance and reputation in terms of social responsibility. SEKO recognises the value of its customers' active involvement and considers them essential partners on its path towards integral sustainability. It undertakes to communicate with them in a transparent manner and to listen to their needs in order to integrate them into its growth strategies. Furthermore, it pays attention to the quality of the services provided and collaborates with customers in finding the most suitable solution that meets their needs, taking to heart the feedback received.

### 6. Care for the Region and the Local Community and Culture

SEKO undertakes to support the local communities in the areas where it operates. Through community investment programmes, sponsorships and corporate volunteering, SEKO contributes to the economic, social and cultural development of the regions where it operates. The company promotes initiatives that promote local traditions and support small businesses and start-ups in the area, thus strengthening the bond between the company and the community.

## GOVERNANCE

### 1. Organisational Structure

All employees are familiar with the organisational structure thanks to the presence of a company organisational chart published on the intranet, which makes it possible to identify the different organisational levels, roles and responsibilities. Governance is committed to defining an Office and ESG objectives within its remit and to ensuring that the activities carried out are compliant with them. It oversees compliance with relevant regulations and any associated risks, receives periodic performance reports, and takes the necessary measures to address the challenges identified by the reports.

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## 2. Compliance and Responsible Management

SEKO is committed to abiding by the applicable laws, industry regulations and standards in accordance with Italian and international regulations. Compliance with this regulatory framework is ensured through strict and constant monitoring of conformity, which includes regular reviews of company practices and continuous training for personnel on the issues in question. All stakeholders are urged to report any suspected breach. In the event the identified inconsistency should be confirmed, appropriate corrective measures are put in place, which may include disciplinary sanctions and process corrections.

## 3. Transparency and Communication

SEKO is committed to disclosing to its stakeholders company information and activities, in compliance with the laws and regulations on the matter. Furthermore, SEKO recognises the importance of open and constructive communication with all stakeholders, listening to their concerns and opinions, providing clear and comprehensive information on ESG goals and initiatives and encouraging their active involvement. To ensure transparency and accuracy in financial reporting and disclosure of ESG performance, SEKO is committed to strictly complying with applicable national accounting standards and financial laws, and where required, to provide accurate and timely documentation. When it comes to communication, the Company is committed to showing its progress in the field of sustainability through social networks, as a tool for direct interaction with stakeholders. For this reason, it complies with the laws and regulations relating to the processing of personal information, and undertakes to monitor and manage its presence on social networks in order to ensure communication is effective and positive.

## 4. Corporate Ethics and Integrity

SEKO promotes a corporate culture based on ethical values and responsible conduct, which it undertakes to encode within its Code of Ethics. The Company promotes compliance with applicable laws, regulations and ethical standards in all its activities and business contexts, it ensures fairness, respect and diversity in the workplace and protects the confidential information of the Company and its stakeholders. SEKO is committed to mobilising its employees in training and awareness-raising activities on corporate principles and values and to fostering a workplace in which everyone feels free to report unethical or incorrect behaviour without fear of retaliation.

## 5. Management of Conflicts of Interest

SEKO undertakes to identify, document and clearly communicate potential or actual conflicts of interest within the organisation, which will be dealt with through specific management procedures. In order to ensure that strategic decisions are taken in the best interests of the company, the necessary safeguards are put in place to ensure that the influence of third parties does not hinder the work of said management bodies. All SEKO stakeholders are treated equitably and fairly, with a view to fostering shared value creation and sustainability of the organisation over time.

## 6. Anti-corruption Practices

SEKO is committed to operating with the utmost integrity and transparency, adopting a zero tolerance policy towards corruption. The company will implement anti-corruption training programmes for all employees and establish clear and strict procedures to prevent, identify and manage corruption incidents. Furthermore, SEKO undertakes to cooperate actively with the authorities and regulatory bodies to promote ethical and responsible business practices.

SEKO Board

**Stefano Folio**

*Chief Executive Officer*