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BONATTI - Società per Azioni
Capital Stock € 35,696,792.28 wholly paid-up
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INTRODUCTION TO CORPORATE SOCIAL RESPONSIBILITY (CSR)

In accordance with the Bonatti HSE Policy mission statement, Bonatti promotes sustainable growth of its activities in all work places.

This Policy covers the economic, environmental and social dimensions of sustainable development.

Bonatti recognises that sustainability ranks high among the priorities of its activities. By following its Sustainability Policy, Bonatti improves the predictability, transparency and accountability of its actions.

Social responsibility allows the company's business interests to be reconciled with the legitimate interests of the different stakeholders that may be affected, and also assumes the impact of the company's activities on the community in general and the environment.

Bonatti's activities are ruled by the Code of Ethic and draws inspiration from the principles of business fairness, transparency, honesty and integrity.

The present CSR Policy intends to establish a reference framework, from which Bonatti can develop and strengthen socially responsible behavior, regardless of the way the business is carried out and the country it operates in, locally adapting any actions that are necessary for compliance with it.

Bonatti defines its social responsibility as a *"voluntary and strategic commitment that entails striving to achieve business targets while complying strictly with its legal and contractual obligations, applying criteria of equity and stability to relationships with its stakeholders, thus contributing to meeting the current and future needs of society"*.

Who we are and what we do

We are an international contractor providing services to the energy industry. The activities range from engineering, to construction and operation & maintenance of plants and pipelines.

We look forward to becoming a preferred partner in the countries where we operate, by building key business relationships, making long-term investments and focusing on local content commitments.

Our project's total approach is the key-factor in clients' satisfaction. Construction-focused engineering and fit-to-purpose constructability at every step guarantee to our clients the best quality and cost-effective execution. Our model consists in managing the entire project lifecycle in direct execution throughout all phases: starting from engineering,

procurement and logistics, to civil construction, mechanic and piping erection and E&I installations, up to commissioning and start-up activities.

Our goal is to be country-embedded, to comply with HSEQ and to adopt a sustainable approach in delivering either turn-key EPC projects or stand-alone construction projects.

Looking after Employees

Bonatti is a diversified universe of cultures, skills and nationalities that places the human factor at the heart of its activity.

This wide array translates into intellectual dynamism, which is one of the essential elements that contribute to the effectiveness of the understanding of changes in society and in the market.

In all activities, Bonatti strives to protect his staff, by the application of HSE Management system and applying Safe Systems of Work.

In all areas, Bonatti pays close attention to the professional and job satisfaction of its collaborators, giving them the opportunity to express their potential and improve their competences.

Looking after Customers

Bonatti believes that a sustainable approach to business, enhances the client's competitive advantage and that economic growth and a healthy environment go hand in hand.

Commitment to Human Rights

Bonatti's adherence to the United Nations Global Compact and its 10 principles directly commits to the respect, defense and protection of Human Rights, contained in the International Bill of Human Rights, the Conventions of the International Labor Organization (ILO), and the Declaration on Fundamental Principles and Rights at Work.

- Avoid practices that are discriminatory or damage people's dignity;
- Rejecting child labor and forced or compulsory labor;
- To respect its employees' freedom of union, association and group negotiation and respect the role and responsibilities that apply to the representation of workers in accordance with current legislation;
- To provide decent employment;

- To implement due diligence procedures to identify possible situations of greater risk in relation to human rights, and to develop mechanisms for preventing and mitigating these risks in its activities.

Suppliers' Standards

Bonatti asks its suppliers to adhere to Company Code of Ethics (CoE), in case the supplier does not have one. In case the supplier provides a satisfactory its own CoE, Bonatti ensures it is satisfactory to Company's standards.

Furthermore, Bonatti has a qualification process in place which requires its sub contractors highest standards in terms of quality and sustainability.

Protecting the Environment

Bonatti recognises that taking environmental and social aspects into account is paramount for good business and leads to sustainable development.

The environment is one of the interests for Bonatti which feels responsible for engaging in and cultivating virtuous behaviours that contribute to the development of the company, respecting the environment and related biodiversity it operates in.

Bonatti is committed to reducing the environmental impact of its activities, therefore, investments dedicated to the reduction of land consumption, energy efficiency, use of renewable energy, reduction of waste and responsible use of paper and packaging are made within the development plans of its branches.

Community Engagement

Bonatti respects the culture and customs of every country and region, and contribute to economic and social development through corporate activities in their respective communities.

Bonatti operations take place worldwide, into very different countries. Bonatti strives for entering the different local socio-economic and environmental context and to apply all behaviors and ways of doing business that are sound with those contexts.

Bonatti will pursue, in performing its business activities, the understanding of surrounding communities and stakeholders and their needs and will maximize the efforts for good citizenship.

Bonatti recognizes that operating in a sustainable way means creating value for stakeholders and using resources in such a way as to avoid compromising the needs of future generations, respecting the individual, the environment and society as a whole. Bonatti is committed to conducting its activities taking full account of the interests of the

stakeholders, aware that dialogue and shared objectives are the way to create reciprocal value.

Communication and dialogue with all stakeholders, based on transparency, truth and commitment, as fundamental pillars for building stable relationships that generate trust. Bonatti needs the involvement of its stakeholders, especially those defined in its mission, to achieve its business and social goals and, therefore, it has established specific channels for communication and dialogue that also facilitate the company in learning about their needs and expectations. Bonatti undertakes to continuously review and adapt these channels, applying new technologies so that they are appropriate and efficient. Furthermore, Bonatti has available processes for identifying those matters considered material or relevant to the development of its business activity and for its stakeholders. This material process is structured as a complement to the aforementioned dialogue channels.

Social initiatives\Community investments

Bonatti makes all possible efforts to become a “local Company” in whatever context it operates. It is Bonatti principle that the communities and Society at large must benefit from the projects that are performed in their areas.

Capacity building and local content maximization are issues that are paramount for the organization. Training locals to become skilled workers is an activity that is usually performed by Bonatti along with the hiring of as much as possible local workers.

On another hand Bonatti is eager to invest in sustainable development of surrounding communities, in a way that the investment spins off a sustainable activity able to continue after the investment is made.

It is Bonatti approach to have a community needs assessment as the basis for sustainable investment decisions. Community needs assessment can be fed by ESHIA (Environmental, Social and Health Impact Assessment) from clients whether available, Engagement with key local Stakeholders, published and grey literature, public hearings and other forms of direct engagement with key player in the context.

Monitoring

Bonatti makes all possible efforts to monitor the CSR aspect in the context where it operates.

Bonatti is aligned with guidelines developed by IPIECA (International Petroleum Industry Environmental Conservation Association) and reflects how the principles of the UN Global Compact are embedded into its strategies and operations.

Bonatti takes the Global Reporting Initiative (GRI) Sustainability Reporting Standards principals as a point of reference to develop the sustainability reporting.

In accordance with the GRI Standards Bonatti shall:

- define and monitor Sustainability plan and guidelines, setting targets according to Group strategy;
- manage Sustainability processes and perform analysis at Group level,
- monitor activities implemented at Country level ensuring adequacy and coherence to guidelines;
- measure and control sustainability performance, define guidelines, metrics and KPI;
- ensure and provide reporting, including Group Sustainability Report, managing data collection process;
- liaise with any relevant Units on sustainability issues.

Parma, 10/01/2022



Chief Executive Officer
Andrea Colombo