

## SUSTAINABILITY POLICY

" Being innovative, sustainable and a point of reference in the field of transport, when the standard is not enough" is the main goal that the people at Sinergy Solution pursue on a daily basis, always with great determination, sense of responsibility, moral integrity, honesty, fairness, transparency, passion and pride. We strive to strike the right balance between social responsibility (people), financial profitability (profit) and respect for the environment (planet), seeking to achieve the best balance for all sustainability variables.

The Sustainability Policy of Sinergy Solution is inspired by the United Nations Sustainable Development Goals (SDGs), as well as by the corporate values, as also expressed in the Code of Ethics.

It officialises the corporate strategies, goals, behaviour patterns and commitments aimed at improving the company's sustainability performance, the optimal management of ESG issues in which the company is involved, and the creation of shared value with its stakeholders.

### People

#### **Protection of Human Rights, Diversity and Inclusion**

Dignity and respect for People are the cornerstone of our corporate culture and are essential elements of the Group's Sustainability. Respect for Human Rights, Equal Opportunities, Diversity and Inclusion, and the commitment against any form of discrimination have always characterised the way Sinergy Solution operates, which recognises and implements the principles recognised at international level.

#### **Attention towards local Community and dialog with Stakeholders**

Sinergy Solution acknowledges that maintaining and enhancing long-term relationships with its stakeholders and local communities is the building block for business success and common value creation.

### Planet

#### **Environmental protection**

Operating in an environmentally friendly manner is essential for long-term sustainability, as well as for productivity and competitiveness in the markets.

Sinergy Solution performs its activities by seeking to minimise its environmental footprint and by considering, in the development of its projects, the protection of ecosystems and biodiversity.

### Profit

#### **Relations with Suppliers of Goods and Services**

Suppliers are essential partners for the achievement of sustainability goals and Sinergy Solution nurtures with them a relation based on respect, loyalty, impartiality and equal opportunities.

#### **Promotion of Ethical and Fair Behaviour and Prevention of Corruption**

In carrying out its business activities, Sinergy Solution is strongly committed to compliance with the law, the promotion of ethical and fair behaviour, and the prevention of all forms of corruption.

Grezzago, September 01, 2023

Legal Representative

Caterina Morri