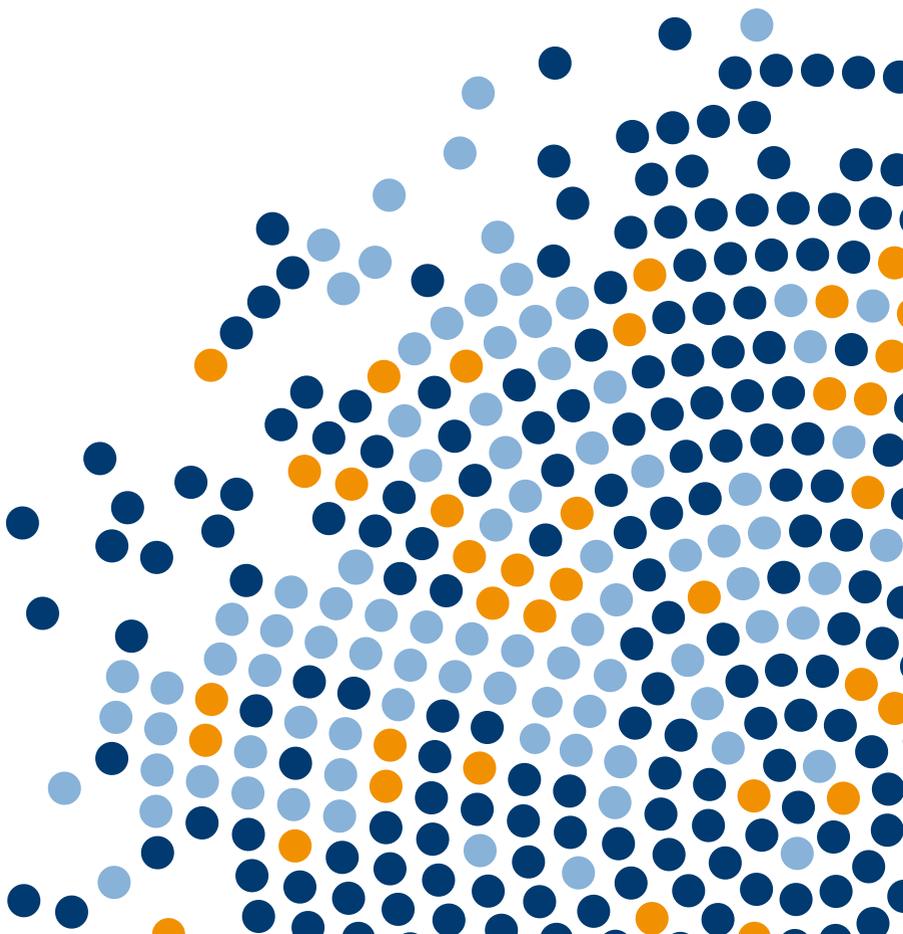




The Social Responsibility policy of Eletttronica



Social Responsibility has always characterized our actions, in the belief that excellence can only be achieved through a synergy between creating value for the Company and its stakeholders (employees, customers, suppliers and the territory).

In recent years we have taken a path with the aim of combining economic growth with social and environmental sustainability which, through a process of measurement and social reporting, has allowed us to acquire awareness, evaluate the actions and to report the results to the stakeholders.

A path that today leads us to explicit our vision regarding the fundamental themes proposed by the “Guide to Social Responsibility” (ISO 26000: 2010), to declare our contribution to the achievement of the objectives of the 2030 Agenda for Sustainable Development of the UN and to indicate material issues on the basis of our priorities and those of the stakeholders.



1 | Our Vision

1.1 Governance

We interpret Governance as a fundamental issue on which to act, also to increase the Company's ability to behave in a socially responsible way. We have provided ourselves with processes and tools that allow us to integrate the principles of social responsibility into our business strategies. The internal decision-making process is guided by rules that guarantee transparency, clear responsibilities, involvement and the traceability of information. The Charter of Values and the Code of Ethics guide the behaviour of the Company and of those who work on our behalf, creating an environment in which visions and principles are shared. We promote an organizational culture oriented towards Social Responsibility with initiatives of proration, awareness and internal involvement.

1.2 Human rights

In the performance of our activities and in our operating context, we are committed to respecting human rights, which are also recognized in our Code of Ethics, based on the principles expressed in the United Nations Universal Declaration of Human Rights, in the Conventions of the International Labour Organization (ILO), in the OECD guidelines and in the European Union's Charter of Fundamental Rights. Within our sphere of influence, we are committed to protecting human rights in the management of people, relations with suppliers and aspects relating to the sale and distribution of products, taking into account the Company's specific characteristics. We create systems for personal safety, we guarantee the protection of military personnel, and we protect the public against possible threats. In this context, we respect human rights by acting in accordance with the provisions of the national and international regulations that discipline the sector. Furthermore, in our capacity as an employer, in our operations we recognise as an essential value the protection and promotion of workers' rights, and we also guarantee the right to the personal data protection and to informational self-determination.

1.3 Relationships and working conditions

People represent the most important asset for the pursuit of excellence and the achievement of success. In employment relationships, we encourage the establishment of positive and lasting relationships, we guarantee equal opportunities and fair treatment for all workers and we condemn all forms of discrimination of any kind. Aware that our choices influence the quality of life of the workers and their families, we ensure working conditions that comply with the standards of reference, we comply with the provisions of collective agreements, and we guarantee the workers' safety, health and physical, mental and social well-being. We also make corporate welfare tools available to people which also imply better conditions than those provided for by law and by the national collective labour agreement. In the management of human resources, we are guided by principles of sharing and involvement, creating areas for socialising and strengthening the sense of belonging. We build the future by investing in the people who work in the Company; we plan paths of development for them and we enhance their skills to allow them to develop their full potential.

1.4 Environment

We recognize the global importance of environmental sustainability, even though we operate in a sector that does not have a strong impact on the issue. We plan and put in place practical measures to reduce the environmental impact generated by our activities and raise awareness among our employees and those who act within our sphere of influence; we direct our efforts towards the responsible management of energy resources in order to reduce consumption and emissions into the air, using renewable sources whenever possible; we give importance to the water cycle and to waste management and we promote forms of sustainable mobility within the Company. We supervise any activities involving the possibility of environmental risks, including such risks into our Corporate Risk Management system and we always measure, record and report our impact in a structured manner.

1.5 Correct management practices

We maintain relationships with other organisations and with our stakeholders based on principles of correctness and transparency. We have adopted rules, systems and processes that allow us to pursue our objectives in compliance with the law. We put in place initiatives to ensure coherence between what is declared and what is actually carried out, with full respect for rules and standards

also in practice, ensuring compliance. Through procurement and supply chain management policies, we promote economic, social and environmental sustainability in the value chain. We foster continuous improvement on the part of our suppliers and encourage their active participation in innovation processes, giving value to their skills and promoting the achievement of excellence. We put in the field tools and solutions aimed at supporting our suppliers' growth and economic stability and at facilitating the creation of a network of suppliers' which also collaborate with each other.

1.6 Responsibility towards customers

In a complex and dynamic sector such that in which we operate, it is necessary to define scenarios in order to anticipate needs and detect real needs and requirements. Operating in the sector of defence means constantly striving to produce and promote innovation, and thus to guarantee concrete solutions for the defence and security of the population and of the country's system. In relation with our customers, we go beyond the traditional contractual relationship, establishing a partnership based on profound, fruitful collaboration and, at the same time, we protect the security and the confidentiality of the information regarding them. We are committed to accompanying the customer throughout the entire life cycle of the product, from the offer to the definition of the contract, providing for training, guaranteeing operational support as well as dedicated and immediate customer service. We market solutions and products, but we also transfer know-how and skills to our customers, through activities and training initiatives.

1.7 Community involvement

We share interests, needs and objectives with the community in the area in which we operate. We direct our efforts towards building networks with other local players to create projects that improve the conditions of the context of reference, creating opportunities for the expression of excellence to facilitate interaction and to create mutually beneficial synergies between the world of industry, universities and schools. Together with our employees, we contribute to the well-being of the community through voluntary and charity initiatives.

2 | Our contribution to Sustainable Development

Aware of our business role, we contribute to achieving 4 of the 17 goals of the 2030 Agenda for Sustainable Development.

Goal 4

To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Eletronica's contribution: We establish collaboration with universities, schools and other organizations, aimed at developing and transferring scientific and technological skills for men and women.



Goal 8

To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Eletronica's contribution: With its own business, it supports economic growth, it produces innovation and generates technological progress. As an employer, Eletronica protects the right to work and promotes a healthy and safe working environment for all.



Goal 9

To build resilient infrastructure, and to promote inclusive and sustainable industrialization and foster innovation

Eletronica's contribution: It invests in research by moving forwards the frontier of innovation and improving the technological capabilities of the industrial sector in which it operates. It offers its employees stimulating opportunities in the field of research and technological development.



Goal 12

Ensure sustainable production and consumption patterns

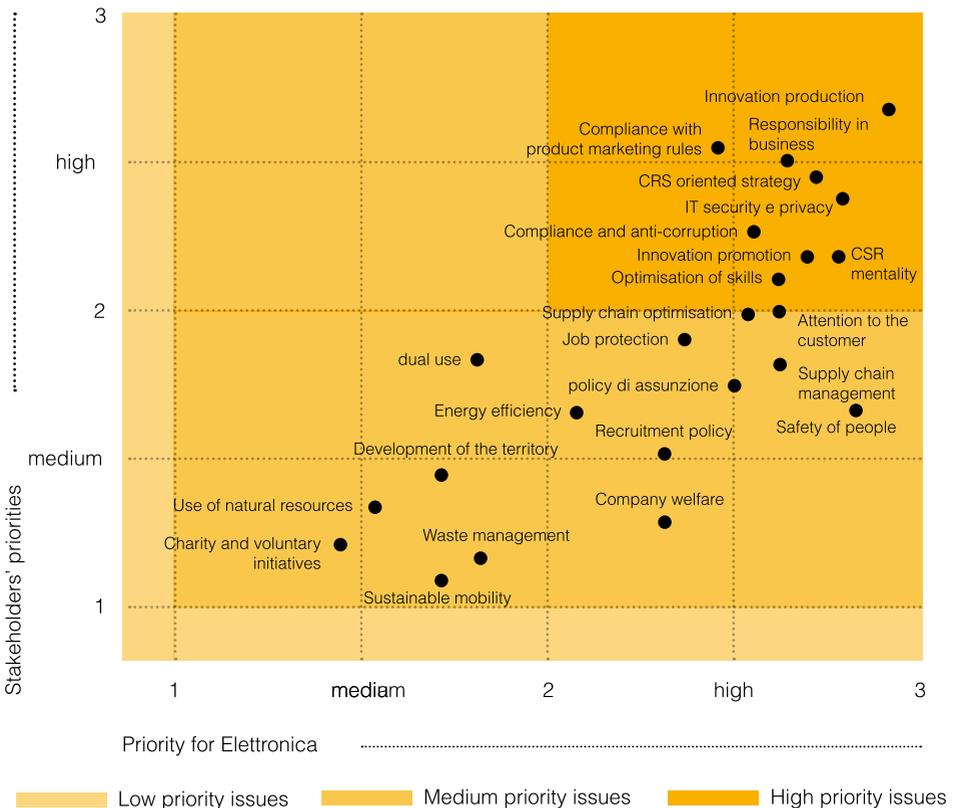
Eletronica's contribution: It pays attention to the management of the water resources, it puts in practice energy efficiency initiatives, it reduces emissions and paper consumption, it uses renewable sources whenever possible and it does not use substances that are harmful to the environment.



3 | Our material issues

The materiality matrix allows us to identify the issues of greatest interest to the Company and its stakeholders, increasing the ability to create shared value.

The materiality matrix of Elettronica



ELETRONICA GROUP
●●● Defence | Cyber | Security