

# **SUSTAINABILITY POLICY**



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## PREAMBLE

This policy document represents SODAI's commitment to the Sustainability of our activities, to an Environmental, Social and Governance Policy (hereinafter ESG), which guarantees that our work is respectful of the natural environment and the social context which we find ourselves in and takes into account high standards of corporate governance.

This commitment involves everyone managers, employees, collaborators and partners of our company and through this we want to ensure that, in addition to operating in the economic interest of the company, we work in respect of the environment, in particular protecting the water resources, committing ourselves to support our employees and collaborators in every phase of their profession and their professional growth and guaranteeing a transparent governance that respects the regulatory and ethical principles of loyalty and honesty.

Sodai's sustainability policy is aimed at the Environment, People and Territories. A new way of thinking about purification processes, non-impacting, fair and with a high social and territorial value.

## SCOPE OF APPLICATION

This policy applies to all activities of the company, to all employees and collaborators, who have always been committed to implementing the principles defined in the SODAI Code of Ethics as part of their work.

## GUIDELINES

We have identified the values that guide us and inspire our action.

An action plan aimed at the continuous evolution towards new horizons of Innovation and Sustainability, in the objectives and in the strategic guidelines, which see the integration of Sustainability in business activities, combining business with attention to innovation, to the environment and to society, creating shared value and collaborating to achieve sustainable development goals, so as to have a positive impact on People, on the Planet and also on the Profit.

A green transition that sees a new corporate culture, based on ESG factors, where Sustainability is present in all choices.

### PEOPLE

SODAI undertakes to carry out its work in full compliance with human rights and workers' rights, as defined in national standards and international conventions, condemning all forms of forced labor and exploitation of workers, especially if minors, and any discrimination based on age, racial and ethnic origin, political and trade union opinions and affiliations, sexual orientation and gender identity and any other personal characteristics that do not concern the working sphere.

We are also committed to enhancing our workers, supporting them in their professional growth and in the workplace, so that they can best express their potential and feel part of an open and innovation-oriented work group. SODAI has always guaranteed high health and safety standards for its staff, also confirmed by the achievement of the ISO45001: 2018 certification of our Health and Safety Management System in the workplace.

A careful and programmatic management of human resources, centered on a growing meritocracy. A high specialized know-how of the People in whom SODAI invests, guaranteeing constant and updated specific training.

### SERVICE

All SODAI activities put water, everyone's resource, at the center. They are aimed at the satisfaction of our customers and all interested parties identified within our services, including the community and public bodies operating in the field of water protection and management.

Commitment to the quality of the service guaranteed by the integrated Quality Environment and Safety certification which for SODAI is a synonym of transparency and safety, essential for the development of a reliable and top-level service that allows the company to take the place of civil and criminal liability for the Customer, with the taking over of environmental authorizations.

**ENVIRONMENT**

SODAI has, as the foundation of its business, the protection of the water resources, and even more in general of the Environment.

From its origins the company believes and invests heavily in research, to pursue the path of Circular Economy, developing processes that recover, from the industrial waste, the raw materials used in production and purified water: a new way of conceiving purification processes, with zero impact and high social and territorial value.

We are committed to ensuring full compliance with the legal limits for waste and to minimize environmental impacts. A path also guaranteed by the possession of the ISO14001: 2015 certification and by the obtaining of the EMAS Registration next.

**SOCIAL COMMITMENT**

Commitment to ensure the social sustainability of our business and to promote and contribute to the social development of the activities of the territories in which we operate, contributing to cultural and social commitment initiatives and supporting the sports activities present.

Charity aimed at supporting even small businesses, where the vital element of water is often present.

**GOVERNANCE**

In the field of water management we are committed to being transparent towards all interested parties, in particular customers, communities and control bodies, always providing truthful, clear, useful information regarding the performance of our services and the performance of our plants, in relation to the legal requirements and the needs and expectations of the interested parties themselves.

We undertake to communicate in a transparent way, also through the publication of Social Reports and the Environmental Declaration in the EMAS context, the information concerning our ability to operate the plants and manage the services, according to the requests of the customers and the specific obligations and its fulfillment.

**IMPLEMENTATION AND UPDATE**

This Policy, approved by the CEO of SODAI, is immediately applicable throughout the company and commits everyone managers, employees and collaborators, to the application of the principles contained therein.