

SUSTAINABILITY POLICY

Ghella's mission is to **build excellence in a sustainable and innovative way**.

In respect of our tradition, as infrastructure builders, we are always a step ahead on safety.

We act for the future and strive to protect the environment minimizing our footprint. Successful engagement and approach to communities and stakeholders is of main focus, contributing to the achievements and consensus of our Projects.

Our commitment boasts through:

Ethics and Transparency

- compliance with the legal, contractual and local requirements;
- Promote equal opportunities and repudiate any kind of discrimination;
- Promote a socially, ethically and environmentally sustainable supply chain management;
- Ensure all employees and co-workers benefit of the same rights;
- Ensure all disparities between different groups are settled in a participative and fair way;
- Ensure freedom of association, rights to collective bargaining and protection of worker's health and safety;
- Respect of human workers rights.

Local Communities and Stakeholders

- Engagement and proactive approach to communities and stakeholders;
- Promote discussion and collaboration with all employees and stakeholders;
- Ensure wellbeing in the communities where we operate.

Safe Workplaces

- Ensure health and safety of highest standards on all workplaces;
- Promote employee's skill growth and wellbeing.

Environmental Protection

- Reduce emissions, energy consumption, waste production and waste of natural resources and raw materials;
- Protect the environment, ecosystems and biodiversity;
- Promote recycling of materials and the use of recycled materials.

This Policy is communicated to our employees and it is **available to all stakeholders**.

It is assessed regularly during the Management System Review in consistency with the Company's **mission** and **vision**.

Giandomenico Ghella
Chairman, July 2018