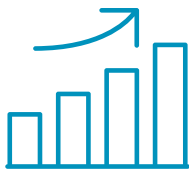# *Sustainability Plan*
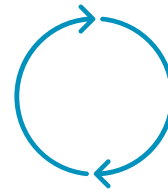## 2023 - 2025

Ghella
1894
5 Generations of Tunnelers

Ghella's 2023 – 2025 Sustainability Plan translates the company **Mission** into **3 pillars**, in turn divided into **thematic areas** for which specific **actions** have been defined to achieve **targets** and objectives. The **purpose** of the new plan is:

IMPROVE

Provides a framework for **goal** setting and is a driver for **continuous improvement**.

STRENGTHEN

Reinforces past commitments with the introduction of a new **Sustainability Governance** and quantitative **targets**.
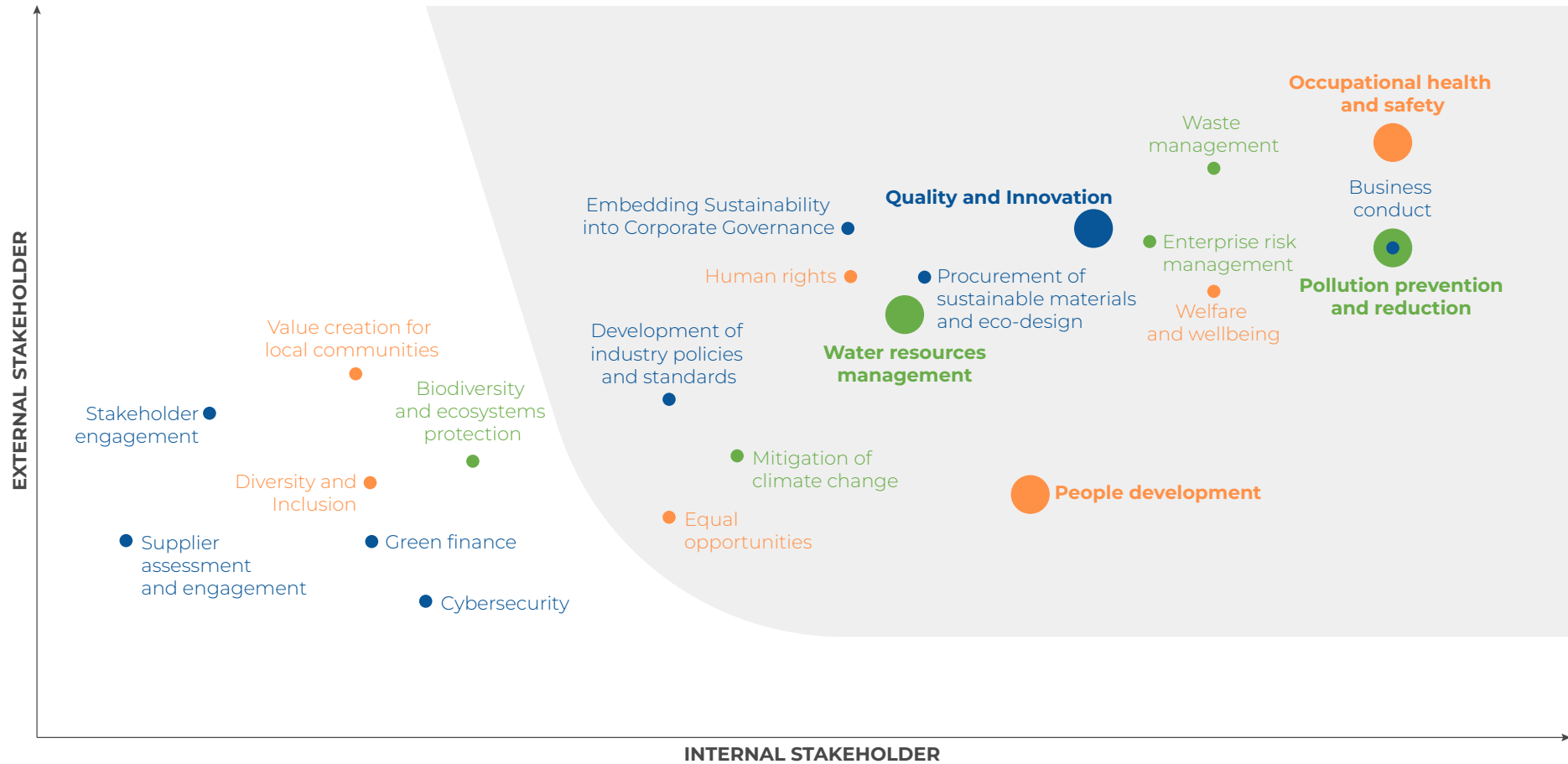
COMPETE

Represents a statement of **commitment** and enhances the company's **competitiveness** in national and international tenders.

Priority topics for the ESG strategy

The materiality matrix represents the topics the ESG Strategy is based on. These are the result of a consultation with internal and external stakeholders.

The top five topics by financial impact, as identified by relevant stakeholders, are indicated by larger dots.

EXTERNAL STAKEHOLDER

- Occupational health and safety
- Waste management
- Business conduct
- Quality and Innovation
- Embedding Sustainability into Corporate Governance
- Enterprise risk management
- Pollution prevention and reduction
- Human rights
- Procurement of sustainable materials and eco-design
- Welfare and wellbeing
- Water resources management
- Value creation for local communities
- Development of industry policies and standards
- Biodiversity and ecosystems protection
- Stakeholder engagement
- Mitigation of climate change
- People development
- Diversity and Inclusion
- Supplier assessment and engagement
- Green finance
- Equal opportunities
- Cybersecurity

INTERNAL STAKEHOLDER

Social Topics   **Environmental Topics**   **Governance Topics**   Material Topics **by impact**

OUR MISSION

Build excellence in a sustainable and innovative way

PLANET

Climate Change

Circular Economy

Environmental Protection

PEOPLE

Occupational Health and Safety

Employee Wellbeing and Development

Local Communities

BUSINESS CONDUCT

Ethics and Transparency

Risk Management

CROSS-CUTTING TOPICS: **Sustainable Procurement**

ENABLING FACTORS:
SUSTAINABILITY CULTURE, GOVERNANCE, INNOVATION

Climate Change

Quantify both direct and indirect greenhouse gas emissions

Electrify and increase plant efficiency

Choose low-carbon vehicles

Produce or purchase energy from renewable sources

Apply eco-design principles to reduce the amount and impact of building materials

Compensate residual greenhouse gas emissions

Circular Economy

Recover building materials and purchase recycled materials

Environmental Protection

Pursue continuous improvement of the Environmental Management System

Reduce water withdrawal by tracking consumption, recovery and reuse

Protect the local territory and biodiversity

Target

→ **2030**

-25% Scopes 1 and 2 emissions*

→ **2050**

Carbon Neutral

→ **2025**

Maximise the use of recycled materials and reuse of excavated earth

→ **2025**

Include measurable biodiversity impact indicators in construction decisions

→ **2030**

-15% water withdrawals

*tCO$_{2eq}$/Mio EUR Revenues

2nd Pillar: People

Occupational health and safety

Target

Pursue continuous improvement of the Safety Management System

→ 2030

Develop training and awareness programmes with innovative engagement methods

-30% LTIFR Index

→ 2050

Zero Harm in our workplace

Employee well-being and development

Attract new generation talents and support professional development

→ 2030

Promote equal career opportunities

30% of management roles held by women

Improve employee quality of life and support mental and physical well-being

Monitor and improve perceived well-being and job satisfaction

Local Communities

Define a methodology to quantify the local economic-social-environmental externalities generated by our projects

→ 2025

Define a programme of local community involvement activities and monitor them

Quantitative monitoring of impacts on local communities

3rd Pillar: Business Conduct

Ethics and transparency

Adopt a certified management system (ISO 37001) for the prevention of corruption

Risk Management

Identify and manage ESG risk factors at the project level and within the site ESG action plans

Target

→ 2025

Adopt external ethics and anti-corruption standards

→ 2025

Identify, monitor and consolidate ESG risk factors within the ERM framework

Cross-cutting topics

Sustainable Procurement	Target
Make ESG criteria a significant factor in the supplier selection and monitoring process	→ **2025**
Encourage suppliers to improve their corporate and product ESG performance	Strategic partnerships with main suppliers

Enabling factors for the ESG Strategy

Governance

Strengthen Sustainability Governance at the project level

Strengthen sustainability performance monitoring and analysis models

Contribute to the drafting of industry standards

Sustainability culture

Promote the sharing of best practices and lessons learnt between projects

Develop training, awareness and employee engagement programmes on ESG topics

Innovation

Promote and encourage the development of innovative solutions and SMART technologies