

Sustainability Policy

For CEME, “sustainability” means an inescapable element that is deeply rooted in the Group’s everyday activities, a pivotal enabler for its corporate strategy. As a consequence, product quality and corporate social responsibility in all operations are key drivers for CEME’s brand success and market dominance, together with process excellence and the sustainable management of the Group’s suppliers. Reconfirming its full adherence to the principles and values that constitute the foundations of the UN Global Compact, this document is intended to unveil CEME’s sustainability pillars.

The Group’s undertaking towards sustainability is rooted in the Code of Ethics, which sets the unavoidable rules of behaviour that apply to all CEME’s people and operations at all latitudes. Among these, the following principles are to be considered as those that underpin the Group’s commitments to sustainability:

- **People and equal opportunities:** the Group acts by respecting the fundamental rights of every individual and by guaranteeing equal opportunities and the fight against any form of discrimination. CEME undertakes to safeguard every person’s physical, moral and cultural integrity, while pledging to work conditions that do not threaten individual dignity.
- **Safety and workplace:** the Group recognizes the health and safety of workers as a fundamental enabler. For this reason, CEME adopts every precaution that is necessary for its employees and collaborators to carry out their activities in conditions of healthiness, safety and hygiene.
- **Environment, quality and organizational structure:** the Group considers the environment as important as quality, the true primary focus of all its operations. Thus, CEME promotes a culture of respect for the environment, applying principles of advanced environmental protection and energy efficiency across all operations.

CEME’s sustainability commitment is summarized by the following three, strategic pillars:

Energy and climate change	CEME commits to working towards decoupling business activity and greenhouse gas emissions. This means tackling energy inefficiency and actively contributing to the fight against climate change.
Enabling sustainable resource consumption	CEME recognizes the importance of both upstream and downstream sustainable resource consumption. For this reason, the Group engages to increase the efficiency in materials consumption, fostering the optimization of waste management and offering cutting-edge products that unleash a rationalization of resources use.
Product quality and safety	CEME engages to keep on offering high quality products, never compromising on health and safety, and socio-environmental regulations and standards.

In line with the objectives of this Policy, CEME publishes its sustainability reporting on a yearly basis, so as to disclose its sustainability performance and strategy over a medium- and long-time horizon. As such, the Group is committed to reporting its sustainability results transparently and to actively monitoring its social and environmental impacts. Furthermore, the Sustainability Policy applies to CEME S.p.A. and to all of its subsidiaries and covers all of its activities and operations.

CEO - Roberto Zecchi

