



*Presentation of ESG criteria  
implemented in the Group*

# Agenda 2030 ESG Goals of Redelfi Group

## SUSTAINABLE DEVELOPMENT GOALS

Redelfi Group pursues **ESG matters as growth driver of industrial activity**. Our *Business Units* operate in compliance with the goals of the 2030 Agenda, based on the principles of:

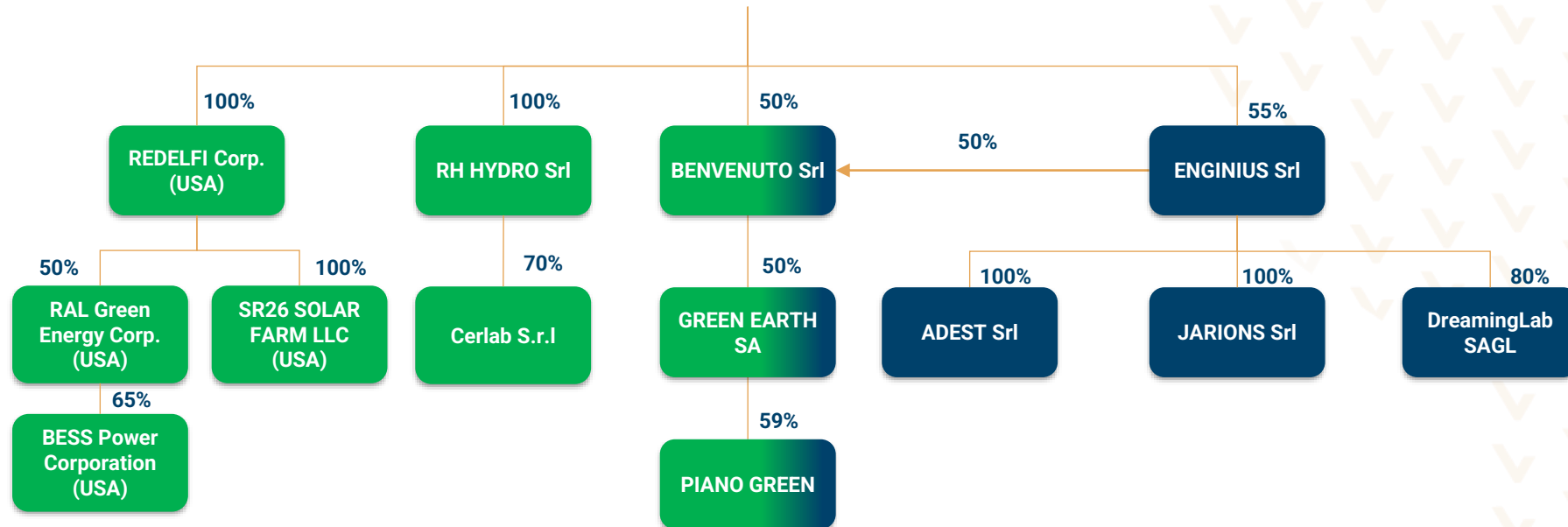
- ✓ **Environmental**
- ✓ **Social**
- ✓ **Governance**



# Redelfi Group

The Group is composed by three Business Units:

- Green
- MarTech
- GreenTech

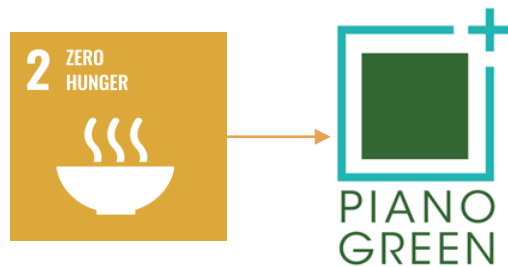


## Goal 02 – Zero hunger

### Agenda 2030 Goals

2.4. By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

### How Redelfi Group pursues the goal



- **Piano Green**'s goal is to work alongside the agricultural community and its entire supply chain to help building a more **sustainable, green** and **productive** future.
- *Microcosmo*, a simulator for growing land plants (herbaceous and woody) in an indoor environment, permits public and private workers in the agri-food sector to study the growth of plants under test conditions. This promotes the study of new **sustainable food production systems** and permits to maintain the **genetic diversity** of cultivated plants.

## Goal 04 – Quality education

### Agenda 2030 Goals

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

### How Redelfi Group pursues the goal



- Enginius organizes English courses for employees **to improve their skills.**



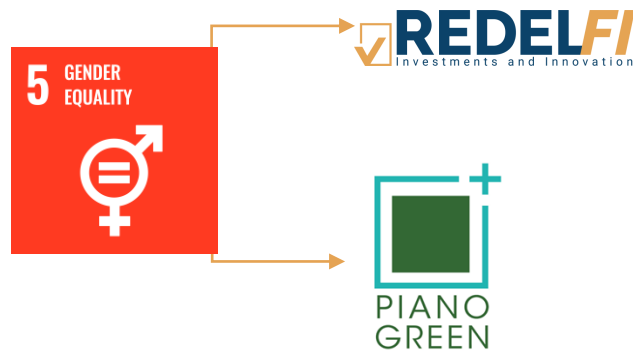
# Goal 05 – Achieve gender equality and empower all women and girls

## Agenda 2030 Goals

5.1 End all forms of discrimination against all women and girls everywhere

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life

## How Redelfi Group pursues the goal



- The **Board of Director** of Redelfi has **50% of women**.
- Of the **total of employees 50%** are women.
- Relevant positions within the Group are awarded on merit without discrimination against gender or minorities.
- The Group guarantees **equal opportunities** to people, regardless of gender: Piano Green **Board of Directors** is composed by **50%** of women. The majority of the employees and external collaborators are women.

# Goal 07 – Ensure access to affordable, reliable, sustainable and modern energy

## Agenda 2030 Goals

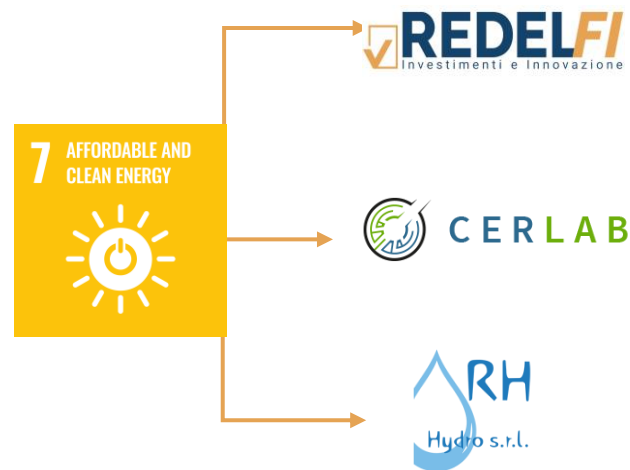
7.1 By 2030, ensure universal access to affordable, reliable and modern energy services

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

7.3 By 2030, double the global rate of improvement in energy efficiency

7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology

## How Redelfi Group pursues the goal



- **BESS** parks promote responsible consumption acting as **grid stabilizers**, to make RES more **efficient** and **independent**.
- **Community Solar** projects are investments towards **free access to clean and renewable energy sources, permitting discounts on the bills to the community of reference**.
- RH Hydro owns a mini hydroelectric plant. It permits to **reduce the environmental impact and ensures a steady flow of energy production**. The plant produces clean energy; the **community** and the **surrounding environment** are **protected** because the riverbank are kept clean.

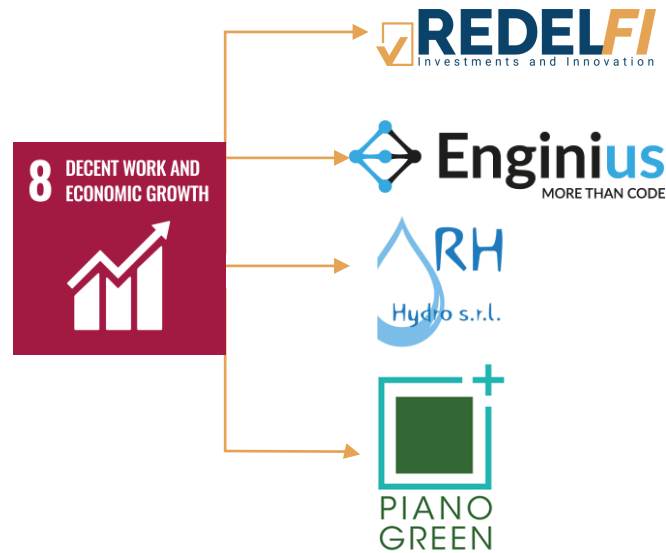
# Goal 08 – Promote inclusive and sustainable economic growth, employment and decent work for all

## Agenda 2030 Goals

**8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

**8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

## How Redelfi Group pursues the goal



- They provide a higher-than-average salary compared to the national average, promoting the concept of **decent work** and **respect for everyone**.
- **Smart working** is promoted, which reduces commuting, promoting a **better quality of life** for employees and a better work-life balance.



# Goal 09 – Build resilient infrastructure, promote sustainable industrialization and foster innovation

## Agenda 2030 Goals

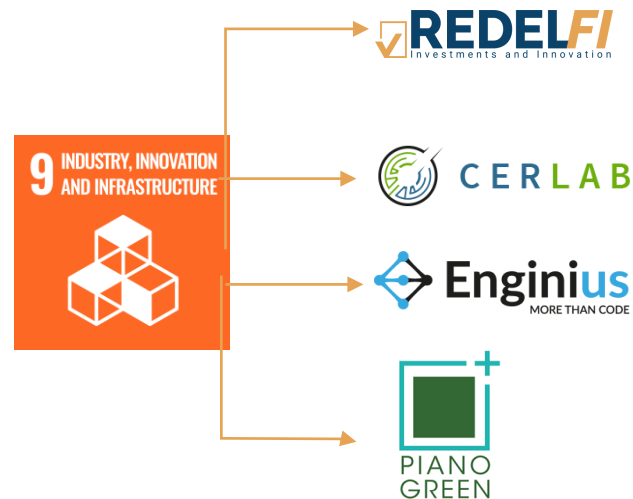
**9.1** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

**9.2** Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries

**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

**9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending

## How Redelfi Group pursues the goal



- **BESS** is an innovative infrastructure element because it manages grid fluctuations.
- **Community Solar** is fair industrialization because it provides *profit-sharing* to the community.
- **Enginius'** products under development are *disruptive*; **innovation** is at the core of the company projects.
- **Microcosmo**, a simulator of cultivation in an *indoor* environment, **permits research in agri-food** to laboratories studying the growth of plants under test conditions.

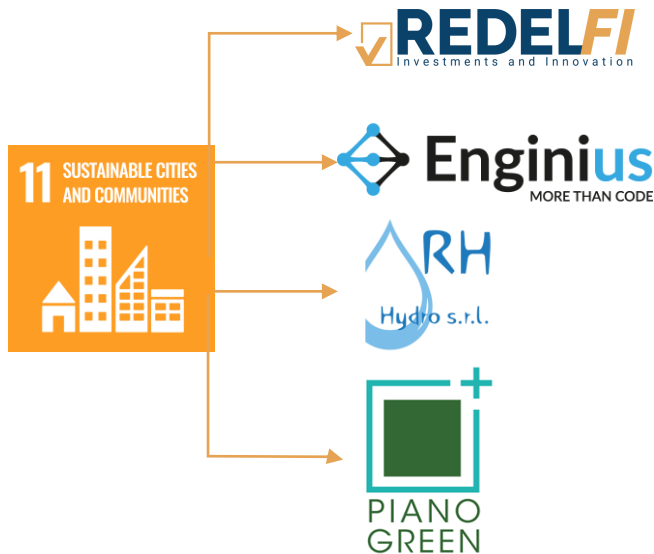
# Goal 11 – Make cities inclusive, safe, resilient and sustainable

## Agenda 2030 Goals

11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage

11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

## How Redelfi Group pursues the goal



- The Group promotes **smart working** as a measure to decrease the negative environmental impact that commuting entails.
- The Group is adopting the usage of **hybrid company vehicles**, permanently disposing of diesel cars.
- When paper materials are needed, they are printed on **recycled paper**.
- Within the office spaces, **energy saving** is promoted by turning off lights and appliances once the workday is over.
- **Separate collection of waste** in the office is monitored.

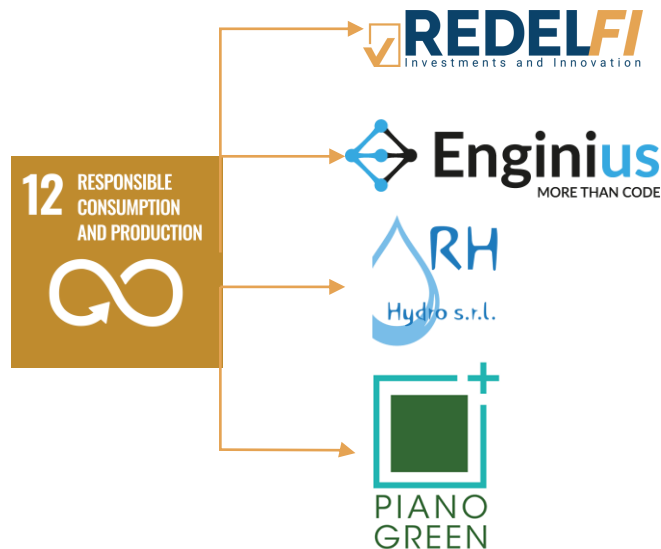
# Goal 12 – Ensure sustainable consumption and production patterns

## Agenda 2030 Goals

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

## How Redelfi Group pursues the goal



- Within the office spaces, **energy saving** is promoted by turning off lights and appliances once the workday is over.
- Heating and cooling of the working environment during winter and summer are obtained with **high-efficiency** heat pumps.
- **Separate collection of waste** in the office is monitored.

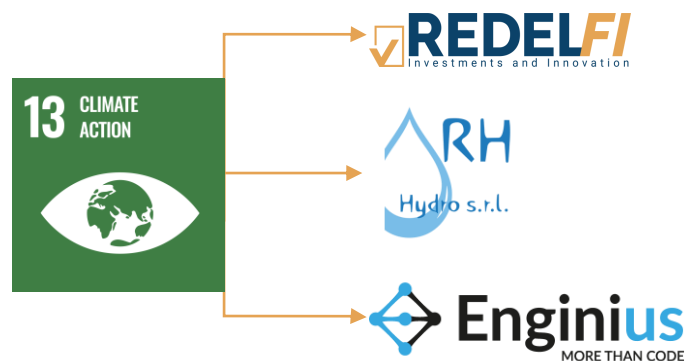
# Goal 13 – Take urgent action to combat climate change and its impacts

## Agenda 2030 Goals

13.2 Integrate climate change measures into national policies, strategies and planning

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

## How Redelfi Group pursues the goal



- The Group is adopting the usage of **hybrid company vehicles**, permanently disposing of diesel cars.
- The Group promotes **smart working** as a measure to decrease the negative environmental impact that commuting entails.
- **Separate collection of waste** in the office is monitored.
- RH Hydro owns a **mini hydroelectric plant**. It permits to reduce the environmental impact and ensures a **steady flow of energy production**. The plant produces clean energy; the community and the surrounding environment are protected because the riverbank are kept clean.

# Goal 15 – Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

## Agenda 2030 Goals

**15.4** By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development

**15.a** Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems

**15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

## How Redelfi Group pursues the goal



- *Microcosmo*, a simulator for growing land plants (herbaceous and woody) in an indoor environment, permits public and private workers in the agri-food sector to study the growth of plants under test conditions. This promotes the study of new **sustainable food production systems** and permits to maintain the **genetic diversity** of cultivated plants.
- **Eye-Trap**, IoT system, able to detect native or alien insect species, promotes studies to preserve genetic diversity of species, specifically of agricultural entomology.
- The **Ecosystem Management** project aims to restore the ecosystem of entire areas. This will reduce the degradation of natural habitats and **stop the loss of biodiversity**.



## Agenda 2030 Goals

**17.16** Migliorare il partenariato globale per lo sviluppo sostenibile, integrato da partenariati multilaterali che mobilitino e condividano le conoscenze, le competenze, le tecnologie e le risorse finanziarie, per sostenere il raggiungimento degli obiettivi di sviluppo sostenibile in tutti i paesi, in particolare i paesi in via di sviluppo

### How Redelfi Group pursues the goal





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