

ESG & CSR

POLICY

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Dietsmann's Environmental Social Governance and, Corporate Social Responsibility Policy is at the core of the Company's governance strategy, aiming to achieve responsible economic growth, Net Zero GHG emissions and, social progress.

Dietsmann is committed to the United Nations Global Compact principles since 2011 and strives to reduce its GHG emissions to comply with the Paris Climate Agreement.

Environmental commitments

- Assess, quantify and monitor its environmental impacts;
- Ensure that Dietsmann standards are respected by executing periodic environmental inspections and audits and by deploying environment management system on all sites;
- Conduct all activities in full compliance with international and national standards as well as with client's requirements;
- Communicate environmental impact assessment and reports to all its stakeholders;
- Develop and implement an environmental culture by proposing appropriate training and awareness campaigns;
- Reduce the amount of waste production, promote and maximize the percentage of waste which is recycled;
- Minimize the release of pollutants into the water and soil as much as possible by using ecofriendly products;
- Reduce GHG emissions, by implementing its Net Zero strategy by 2040 on scopes 1 & 2.

Sustainability commitments

- Operating in harmony with its natural environment and the communities in the neighborhood of its work sites;
- Providing its employees with opportunities to involve themselves in the improvement of Dietsmann's performance by enhancing awareness of sustainable development and providing training in this domain;
- Identify energy saving initiatives to reduce its energy consumption;
- Develop and implement where it is technically possible the use of renewable energy;
- Promoting circular economy in all of its activities;
- Realize as often as possible during its manufacturing and construction activities a life cycle assessment.

Social Responsibility commitments

- Safeguarding human and labor rights;
- Ensuring safe and secure working conditions and constantly striving to improve the Company's performance in this area through accurate monitoring and by encouraging the involvement of employees at all levels;
- Encouraging professional and personal development at every level within the organization;
- Providing a motivating work environment that is rewarding and that leads to and encourages teamwork;
- Striving to develop local employment and local procurement;
- Promoting equality of work and career opportunities and equal treatment for women and men in all its activities.

Governance commitments

- Implementing a business model that promotes People, Planet and Profit;
- Safeguarding good governance through Boards and Committees which ensures clearly divided and defined responsibilities;
- Operating transparently and in a manner that respects and considers the fundamental rights of all its stakeholders, and communicating regularly with all of them;
- Creating greater economic value while complying with its Business Code of Conduct and Ethics Policy, and implementing and promoting anti-bribery and anti-corruption practices;
- Delivering efficient operations and services that meet the highest quality standards;
- Safeguarding the proper enforcement of Dietsmann's Business Code of Conduct and Ethics Policy through messages sent to *ethics@dietsmann.com*.

Cesare Canevese
Chief Executive Officer


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