



# Sustainability policy

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## Introduction

At Techniconsult Group we recognize our responsibility to contribute positively to the environment, society and the communities in which we operate. This Sustainability Policy is intended to outline our commitment to adopting sustainable practices in all aspects of our business operations. As an Engineering Company, we understand the impact our work can have on the world and are dedicated to minimizing negative effects and maximizing our positive contributions. Techniconsult Group provides the necessary guidelines to ensure compliance with this policy by the single companies of the Group (Tecma Srl Benefit Company and A.Q.E. Srl) supervising its adoption, in proportion to the respective dimensional characteristics, to the nature and type of activity carried out and to the complexity and operational specificity of each.

# Environmental protection

We are committed to reducing our environmental footprint through the following measures:

## — Energy Efficiency

We implement energy-efficient technologies and practices in our offices and manufacturing sites to reduce energy consumption.

## — Resource Conservation

We minimize the use of non-renewable resources and promote recycling and responsible waste management.

## — Carbon Footprint

We work to reduce our carbon emissions through energy efficiency, the electrification of energy production systems, the optimization of transport, remote working and the use of sustainable materials.



# Social Responsibility

Our commitment to sustainability extends to our employees, customers and communities:

## — Employee Wellbeing

We give the highest priority to the health and well-being of our employees, providing a safe working environment, promoting the right work-life balance and providing opportunities for professional growth.

## — Diversity and Inclusion

We believe in the importance of cultivating an inclusive work environment that values diversity and ensures equal opportunities for all employees.

## — Community Engagement

We actively engage with local communities through philanthropic initiatives, volunteering and projects that benefit the society in which we operate.

## Ethical Practices

We maintain the highest ethical standards in all our operations:

### — Transparency

We are committed to communicating openly with our stakeholders, transparently sharing our sustainability goals, achievements and challenges.

### — Compliance

We strictly follow all relevant environmental, health and safety regulations, ensuring that our actions are in line with legal requirements and industry standards.

## Innovation and Collaboration

We actively seek innovative solutions and collaborate with partners to improve our sustainable practices:

### — Research and Development

We will invest in research and development to identify and implement cutting-edge technologies in line with our sustainability goals.

### — Collaboration with the Stakeholders

Through our projects and consultancy services we collaborate with industry partners, clients and organizations to collectively drive positive change within our fields of application.

## Continuous Improvement

We are committed to continuous improvement in our sustainability efforts:

### — Monitoring and Evaluation

We regularly monitor and evaluate our performance, establishing benchmarks and objectives to measure our progress towards our sustainability goals.

### — Adaptation

We will adapt our policies and practices in response to new challenges and opportunities to ensure our sustainability initiatives remain relevant and effective.

This Sustainability Policy reflects our commitment to promoting sustainable practices in every aspect of our operations.

Through this commitment we intend not only to improve the performance of our company, but also to contribute to the well-being of our planet and its inhabitants.





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