



Elmec Impact



elmec.com/csr

simply reliable

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Responsibility. Trust. Simplicity.

The values that make our impact

Fortunately enough, **sustainability** is a widespread concept, and our role in this game is to define a strategy in accordance with the common goals, which are fundamental to the future of our planet, and is capable of expressing our inclinations and peculiarities.

Responsibility, Trust and Simplicity. These are the three words that make

Elmec Informatica's **sustainable identity** and our approach to all of our stakeholders. In this document, you will read about a data center that fully works with renewable energy, solar panels, marathons, open nights at observatories, and fundraising campaigns to build a Magic Room at the Varese autistic center. You would probably expect to read about some initiatives, but not at all about certain others.

All of them, however, make what we are, and all of them have allowed us to write a story that is **50 years long by now**.



How we prioritize our work

At Elmec, the approach to **sustainability** is based on a scientific and value basis and is focused on the customer, the territory and the employee.

We perform regular **assessments** to understand the most significant environmental and social issues for our business with the aim of assigning priorities regarding our work for a sustainable future.

The methodology for providing the service, the care of the employee and the relationship with the territory and the institutions are for us the main factors for the construction of a strategy of social responsibility.

Some sustainability issues that have a **high priority** for us are:



Climate change, renewable energy and energy efficiency.



Delivering our services by placing sustainability at the center of the decision-making process.



A fair, inclusive workplace capable of promoting work-life balance.



Returning value to the territory by providing passion and skills.

Our way of making a positive impact



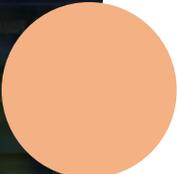
IMPACT ON THE TERRITORY

We work daily with the constant aim of restoring value to the territory that hosts us



IMPACT ON THE EMPLOYEE

We try to build the best context to allow each person to express themselves at their best



IMPACT ON THE MARKET

We provide our services following strict quality standards and a policy based on sustainability.



CERTIFICATIONS

We believe in the importance of being certified by independent entities to verify our way of acting sustainably.



Impact on the territory

Return of value

For Elmec the territory represents that set of values, traditions and people capable of making it unique. For this reason we try to preserve the geographical context that surrounds us in every way with the aim of creating a shared value.

Digitization

We imagine a future in which technology can improve life and work without being perceived. We have been helping for 50 years the territory that surrounds us in the digitization processes by making available our passion and our skills.

The initiatives relating to the territory have as their object: social integration, cultural and sporting initiatives, monetary donations, sponsorships, services and infrastructures made available free of charge, voluntary activities, support for local infrastructures, relationships with associations and public bodies.



Impact on the employee

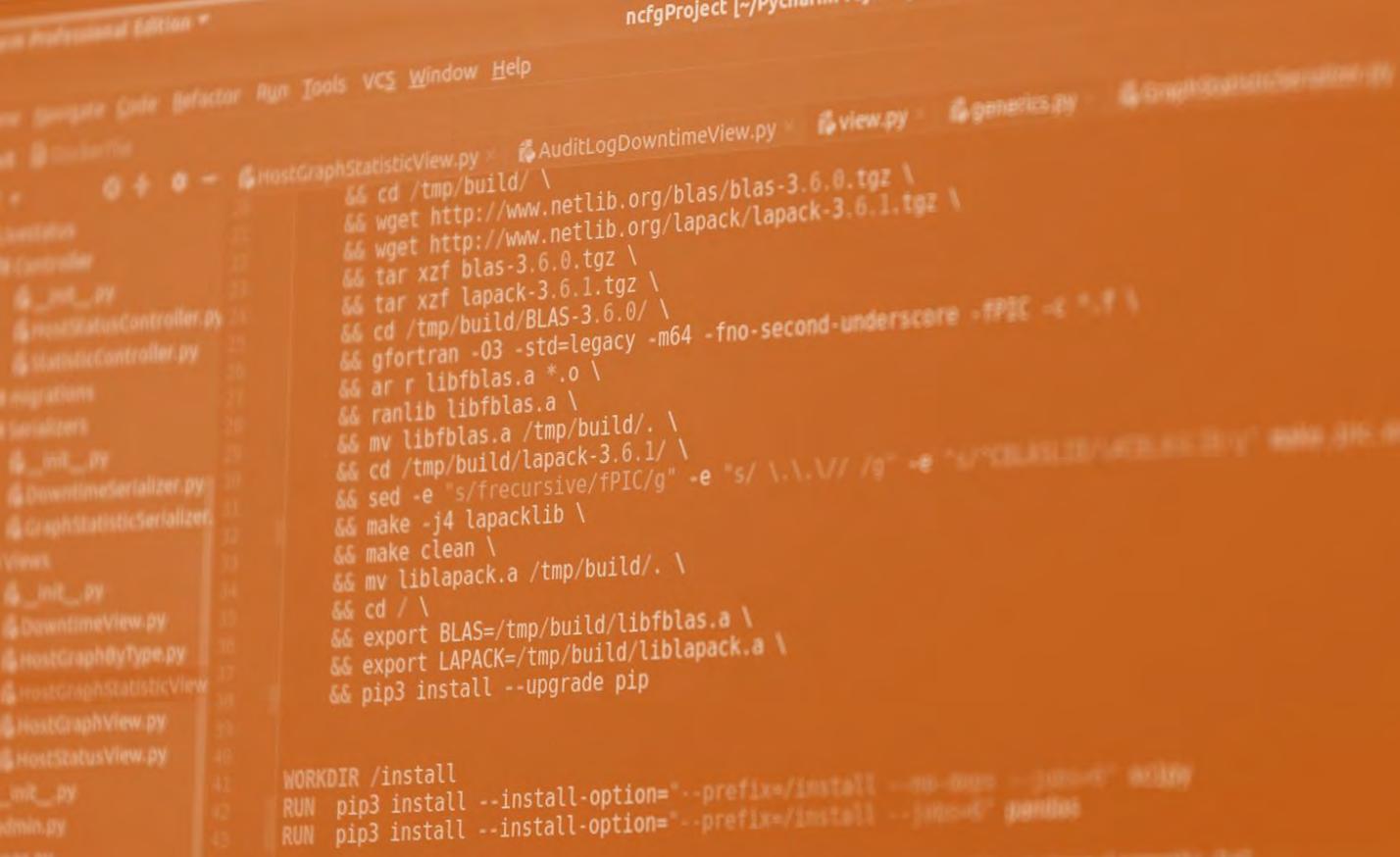
Work-life balance

A reuse market, ecological detergent dispensers, a company restaurant, a gym. Work life balance in Elmec means working in a context oriented to the emotional and professional well-being of everyone single person.

Professional development

The professional development paths at Elmec have a twofold objective: to guarantee stimulating prospects for all employees both in terms of technical skills and in terms of their soft skills and to offer the customer reliability, trust and cutting-edge technologies.

We are committed to ensuring a work environment in which the physical and mental well-being of each employee is at the center. We favor the balance between private and professional life, the continuous training of our resources and encourage innovative ideas and the spread of a sustainable culture.



Impact on the marketplace

Hybrid IT & Cloud

Continuity of service, security and computing power for systems and all business applications. We manage the complexity of digital ecosystems with the best system, platform, security and network skills.

Digital Workplace

Solutions for the satisfaction and productivity of all users, even in smart working. We manage workstations with preventive operations, automatism and advanced control tools managed by a team of specialists.

Positive impact on the market means caring about the security of our customers' data and their digital ecosystem and offering them physical and virtual solutions capable of meeting high standards in terms of sustainability.



Certificazioni

■ Transparency

“Simply reliable”

Our tagline perfectly reflects our approach to stakeholders, which is based on values like transparency, simplicity, and reliability.

That is why we are frequently being certified on a technical and environmental level.

■ Supply Chain

To walk a real path towards sustainability, we need to control and manage end-to-end the value chain related to your business. To do so, you need to network with your partners, customers, collaborators and suppliers to share a propoitive and structured path.

Management systems according to the rules and standards for environmental certifications are tools available to companies to evaluate and certify their commitment to environmental sustainability issues.

UN 2030 Agenda

This document is in line with the UN 2030 agenda for Sustainable Development which has been signed by 193 countries.

The 17 Sustainable Development Goals aim to protect the environment and its inhabitants' well-being leveraging a new economic approach.



Our Commitment

In this page, we will outline our current commitment to the SDGs with respect to the social responsibility areas that we promote.



1 – END POVERTY IN ALL ITS FORMS EVERYWHERE



3 – ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING



4 – ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION



5 – ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.



7 – ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL.



8 – PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.



9 – BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.



10 – REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES.



12 – ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS.



13 – TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS.



15 – PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS.

Elmec and The SDGs

Among the SDGs previously described, we think that our business can contribute to reaching the following:

8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

12. Ensure sustainable consumption and production patterns.

13. Take urgent action to combat climate change and its impacts.



Our attention is focused on our clients and employees, their satisfaction, and safety and security, developing solutions designed based on their needs, leading changes to the ecosystem in which they are.



Our mission is related to our innovation and the innovation of those businesses who decide to share with us the path towards a future when technological development and social responsibility evolve together.



We are committed to reducing our environmental impact in every way we can, that is, by mitigating the effects of climate change, reducing waste, but also adapting and compensating.

How to Read **this** Document



SUSTAINABILITY: AN APPROACH

Elmec Impact is a document divided into three different impact areas (**COMMUNITY, EMPLOYEES, MARKETPLACE**) which intertwine with the various initiatives which, heterogeneously and with the active cooperation of all employees, characterize our business.

As you read through, the different colors will distinguish the impact areas following all the initiatives contained in the analysis.

The President's Letter

“ This research and analysis document was created to meet our need to collect and highlight the effect of our social responsibility initiatives, highlighting how our development is able to respect and favour the interlocutors and businesses in which, for which, and with which we operate. In Elmec Impact, we outline practical things.



It is a 3D presentation of our impact on community, employees, and the marketplace. By reading these pages, you will understand the various initiatives characterizing our sustainability strategy, and the stakeholders directly or indirectly involved in the various impact areas.

We are convinced that innovation process must be interpreted keeping economic, social, environmental, and cultural sustainability in mind. Companies' development must respect and favour the businesses in which they operate with responsibility practices compatible with the acquisition of a competitive advantage, and that constitute a favorable factor to their growth. ”

Rinaldo Ballerio

Rinaldo Ballerio, Elmec Informatica SpA BOD president

Intervention areas

For us, measuring impact means understanding which stakeholders are directly or indirectly involved by our sustainability projects.

Here is a summary:

-  **IMPACT ON COMMUNITY**
-  **IMPACT ON EMPLOYEES**
-  **IMPACT ON THE MARKETPLACE**

			
FOOD			
ENVIRONMENT			
ENVIRONMENT: SUSTAINABLE CULTURE			
ENVIRONMENT: CO2 IMPACT			
CORPORATE CULTURE			
DIVERSITY AND INCLUSION			
TRAINING			
HUMAN RESOURCES			
HEALTH			
SPORT			
TRANSPARENCY AND POLICY			
LIFE AT ELMAC			
VOLUNTEERING			



CHAPTER 1

Food

Global food systems contribute to 25% of total greenhouse emissions. This has led to the need to spread a sustainable food culture, as effectively as possible, through information, waste reduction, buying local, seasonal food commodity consumption.

These are all factors that are part of our food-related projects, involving our employees, our community and our clients.

Food



IMPACT ON COMMUNITY

● WASTE ELIMINATION



● LOW-ENVIRONMENTAL-IMPACT PROCUREMENT



IMPACT ON EMPLOYEES

● CORPORATE RESTAURANT



IMPACT ON THE MARKETPLACE

● VIP SERVICE FOR CLIENTS



Food

Impact on community



WASTE ELIMINATION

Food waste is a global problem that can no longer be ignored. All the leftovers from the meals we provide our employees are given to our community's humanitarian organisations in compliance with rigorous hygiene and health standards. During the COVID-19 emergency, take-away meals in recyclable boxes were provided to our employees.



Reducing Pressure on The Environment

LOW-ENVIRONMENTAL-IMPACT PROCUREMENT

We only rely on suppliers who guarantee high quality standards, and are highly concerned about social and environmental sustainability. This allows us to limit the environmental impact of our supply chain to provide our employees with food service.



Reducing Pressure on The Environment and CO2 Emission

Food

Impact on employees

CORPORATE RESTAURANT

Our restaurant perfectly reflects the way we interpret 'smart working', that is, considering our locations not just as work places, but also as social places, where employees feel good.

It is a multifunctional room that, as well as ensuring high standards in terms of food offer, is also based on the 'waste zero' principle, and the supply of low-impact and, where possible, local food commodities. The menu we offer our employees is based on a healthy and balanced diet, considering the variety of tastes and any possible allergies; a comfortable place where employees can spend their lunchtime, or organise business meetings with colleagues, partners, or clients.



Food

Impact on the marketplace



VIP SERVICE FOR CLIENTS

We especially care about the experience the people who come to our locations live. For this reason, in our restaurant there are two private rooms to host clients who visit us. They are separated from the main area, and are the perfect places to organise a meeting or a business lunch, ensuring comfort and privacy.

We offer a low-environmental-impact gastronomic service by using Italian and ever-fresh products. Our restaurant also has a relax outdoor zone.

Environment Highlight Self-service On-tap Eco-friendly Detergents



CHAPTER 2

Environment

In 1971, our 'first' Elmec was founded. It was a way different Elmec from the current one, but even then we were dreaming about contributing to a sustainable development, not just an economic development.

For 50 years, we have been committed to reducing our environmental impact, trying to involve people in initiatives to both mitigate the effects of climate change, and reduce waste, but also to adapt and compensate.

Environment



IMPACT ON COMMUNITY

- PLASTIC-AWARE PROJECT  
- BEEHIVES  
- USED-CLOTHING COLLECTION AND DONATION 
- WASTE MANAGEMENT 

IMPACT ON EMPLOYEES

- ON-TAP ECO-FRIENDLY DETERGENTS   
- WATER HOUSE  
- ECOBOX  

IMPACT ON THE MARKETPLACE

- SOLAR PANEL SYSTEMS   
- HOME AUTOMATION   

Environment

Impact on community

PLASTIC-AWARE PROJECT

A project to eliminate plastic gradually has kicked off at all our locations.

In our break rooms, free-beverage vending machines have been implemented, where you can freely get water using eco-friendly cups and water bottles.

We also buy fully-recyclable cups and sticks for hot drinks delivered by vending machines at our locations. These initiatives have allowed us to reduce plastic bottle sale by 75%.



BEEHIVES



It is estimated that about 90% of the food we eat is influenced by the bee pollination; bees' life is constantly in danger due to climate change and pollution. At Elmec, we have decided to contribute to preserving biodiversity by putting, in front of our green data center, three beehives.



Environment

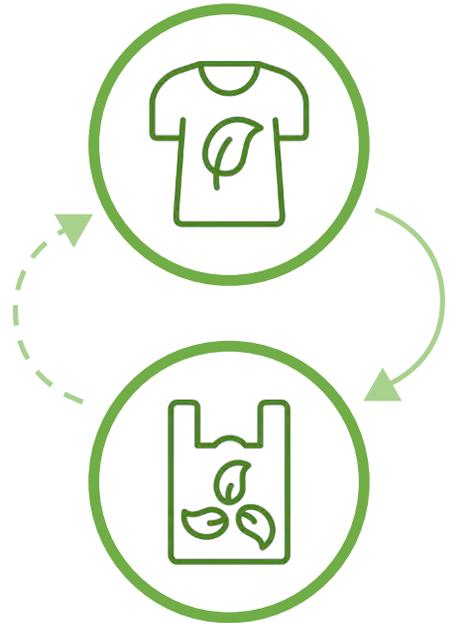
Impact on community

USED-CLOTHING COLLECTION AND DONATION

We collect used clothes our employees wish to donate, which are given to local charities.

WASTE MANAGEMENT

Waste management consists of making separate collection and correct disposal of the waste according to the product classification as provided by law.



Environment

Impact on employees



ON-TAP ECO-FRIENDLY DETERGENTS

We have placed self-service, on-tap, eco-friendly detergent vending machines for our employees. Each employee can go to these machines, pick up and pay the detergent(s) they need on their own.

The value of this project is not just to offer a service at our work place, but it also contributes to our goal to eliminate plastic and spreading a culture of mutual trust at work.

WATER HOUSE

Micro-filtered, sterile, and free water

In collaboration with Maghetti Distributori Automatici, we have created a water house for our employees. This project is one of the many corporate social responsibility initiatives to create a positive impact on our community.



ECO-BOX

At Elmec, we think that disposing of the waste responsibly is extremely important. Batteries, lamps, and medications are very dangerous if they are not disposed of correctly.

At our locations, we have created eco-boxes, meaning collection points to allow employees to dispose of hazardous waste easily, safely, and for free.

Environment

Impact on the marketplace



SOLAR PANEL SYSTEMS

Our locations are equipped with solar-panel and geothermal systems, and new-generation LED lamps, which allow us to save 50% of power than traditional lamps. Every year, our solar panel systems at our locations produce an average of 302,500 kWh, contributing to a CO2 saving of 160,325 kg.



CO2-emission
Reduction

HOME AUTOMATION

Our Innovation Center is an automated and intelligent building, designed to protect people's lives and the environment. In this building, there are many sensors that allow us to optimize energy consumption with respect to weather condition. Lighting and heating automatically adapt to current needs. We also store rain water thanks to specific sensors.



CO2-emission
Reduction



CHAPTER 3

Environment: Sustainable Culture

Culture, meaning a system of shared meanings within a community, influences how that community assesses sustainable development measures, and, therefore, is a driving sustainable development factor

that can balance the various environmental, social, and economic concerns. At Elmec, we interpret this factor with initiatives that communicate values like reduction, recycling, and the use of second-hand items.

Environment

Sustainable culture



IMPACT ON EMPLOYEES

● SECOND-HAND MARKET



● SUSTAINABILITY WEEK



● BUYTEC BAZAR



IMPACT ON THE MARKETPLACE

● BUYTEC



Environment

Impact on employees



SECOND-HAND MARKET

Sustainability culture can also be spread with simple gestures, like making available to other people items we do not use. To encourage waste reduction, we have created the second-hand market, a physical and virtual place where colleagues can donate or sell items they do not use to other colleagues.XXX

SUSTAINABILITY WEEK

In 2021, we launched our first Sustainability Week, a series of initiatives to contribute to reducing greenhouse gas emissions, developing corporate volunteering, and reducing plastics. In this first edition, we have also involved meteorologist Luca Mercalli to raise awareness about sustainable mobility among our colleagues.



BUYTEC BAZAR

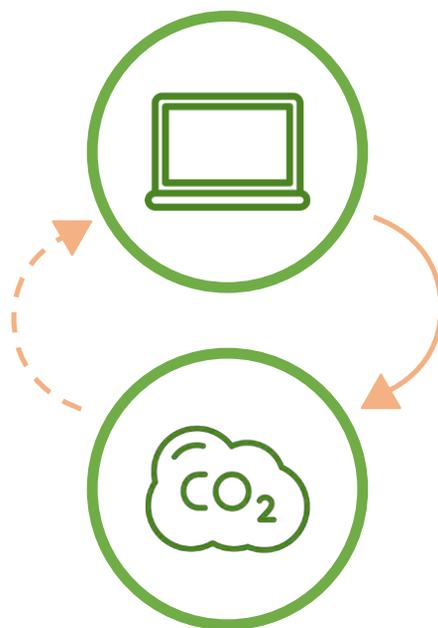
Next to the second-hand market, we launched our Buytec Bazar, a showroom where our employees can purchase refurbished technological products at a very convenient price. Smartphones, tablets, and computers are available for colleagues to pick them out and pay on their own.

Environment **Impact on the marketplace**

BUYTEC

Buytec is an in-house-made portal where you can purchase either refurbished or new technological products, at a very competitive price, and is a way to put into practice a project based on circular economy.

By this portal, we contribute to extending products' lifecycle, and waste reduction. During 2020, Buytec has processed a total of 1,949 orders including PCs, smartphones, tablets, and other technological equipment.



Reducing pressure on the environment



Spreading the culture of using again



Environment: CO2 Impact Highlights: Chargepoints



CHAPTER 4

Environment: CO2 Impact

Elmec's goal is to undertake a sustainable development model which, as well as satisfying stakeholders' expectations ensuring economic and social sustainability, is based on environmental sustainability, meaning the ability to safeguard natural resources, and the

chance for the ecosystem to absorb direct and indirect impacts generated through production. In particular, we are focused on reducing radically our CO2 emissions by involving our employees, and delivering our services with a 100% Green Data Center.

Environment

CO2 Impact



IMPACT ON COMMUNITY

 ZERO-MILE PROJECT



IMPACT ON EMPLOYEES

 CARPOOLING



 BIKE TO WORK



IMPACT ON THE MARKETPLACE

 GREEN DATA CENTER 100% RENEWABLE ENERGY



 CHARGEPOINTS FOR CLIENTS' ELECTRIC CARS



Environment **Impact on community**

ZERO-MILE PROJECT

Through this “zero-mile project” we are monitoring how much CO2 we are being able to save with smart working and videoconferencing. On our Intranet, employees can add, on a daily basis, the kilometers they have been able to save on that day.



Reducing CO2 emissions

ZEROMIGLIA

ZEROMIGLIA

Risparmi Elmec

 **998.853** Km

 **109.873** Kg

 **66.590** Litri

Inserisci i KM che hai evitato oggi 

Environment **Impact on employees**



CARPOOLING

Our long-term goal is to become almost carbon neutral. To do that, we are convinced that our employees' contribution plays a crucial role. We encourage car pooling in any way, by putting colleagues living in the same, or near-by, areas in touch with each other, and ensuring them specific parking areas at our locations.

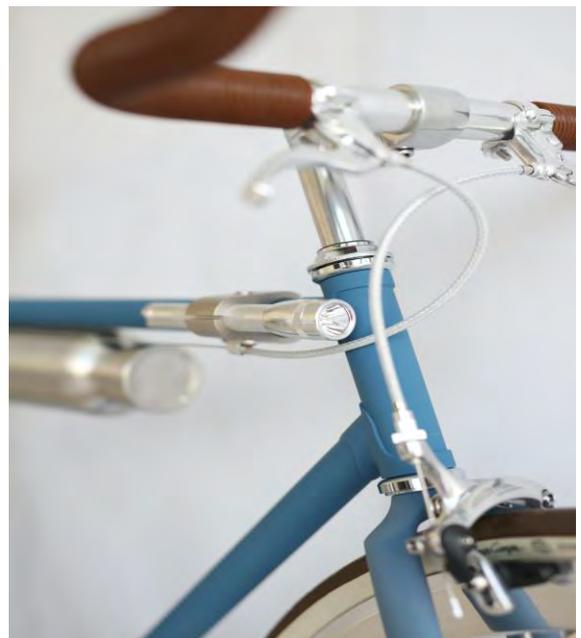


Sustainable Mobility

BIKE TO WORK

We have implemented a bike-to-work area, where employees can park and repair their bike.

As an incentive, we offer a €500 bonus to all employees who will bike to work for 50 times over a year.



Sustainable Mobility

Environment **Impact on the marketplace**



GREEN DATA CENTER: 100% RENEWABLE ENERGY

In 2021, we made a big step towards a sustainable future; we purchased enough renewable energy to fully satisfy our green data center’s annual electric-power consumption.

This milestone is a big step forward towards the reduction of our CO2 emissions and our negative impact on the environment.

WHY IS IT A GREEN DATA CENTER?

Here are the features of our green data center, which is TIER certified 4:



RECLAIMED INDUSTRIAL AREA

Reclaimed industrial area (13,000 m²)



COOLING SYSTEM

Smart cooling system;



SOLAR PANELS

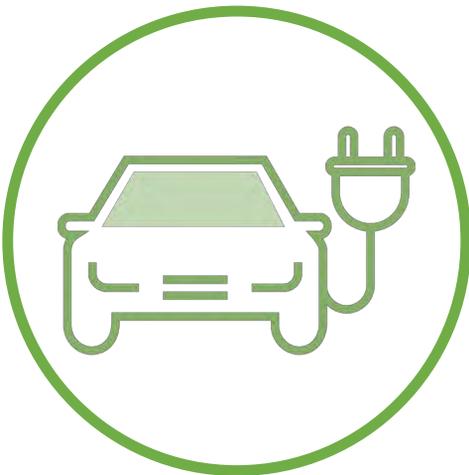
Solar panels provided by Elmec Solar



PUE

PUE: 1.15%
Global average: 1.8%

Environment **Impact on the marketplace**



CHARGEPOINTS FOR CLIENTS' ELECTRIC CARS

By implementing chargepoints, we want to contribute to a significant energetic revolution, by making our visitors aware of how much we all consume, so that we can fight climate change together. To us, the use of renewable energy is a great means that helps us follow this direction.



CHAPTER 5

Corporate Culture

Responsibility, simplicity, and trust: there are the values we try to communicate at work. At Elmec, we try every day to nurture our employees' passion to work, and the pleasure to share our belonging to a dynamic business that

constantly brings out new initiatives. In this context, information inside and outside the company play a fundamental role to spread our values among our employees, in our community, and among other stakeholders.

Corporate Culture



IMPACT ON COMMUNITY

- EXTERNAL COMMUNICATION

- INFORMATION TECHNOLOGY MUSEUM WITH AUDIOGUIDE SUPPORT

IMPACT ON EMPLOYEES

- INTERNAL COMMUNICATION

- TEAM BUILDING

- HACKATHON

- OPEN BAR

- MALPENSA FIERE ANNUAL PARTY

- INTERNAL INITIATIVES

- ELMEC4YOU

Corporate culture

Impact on community

EXTERNAL COMMUNICATION

Clarity, transparency and fairness are principles that inspire our relationship with stakeholders. That is why we communicate all of our initiatives to others on our social media, our website, our blog and with specific campaigns.



Reporting to stakeholders

INFORMATION TECHNOLOGY MUSEUM WITH AUDIOGUIDE SUPPORT

At Elmec, there is an information technology museum that tells the story of half a century of digital evolution. To celebrate our 50th anniversary, we have decided to renovate it with an audioguide narrated by our technical team



Spread of digital culture



Corporate culture

Impact on employees

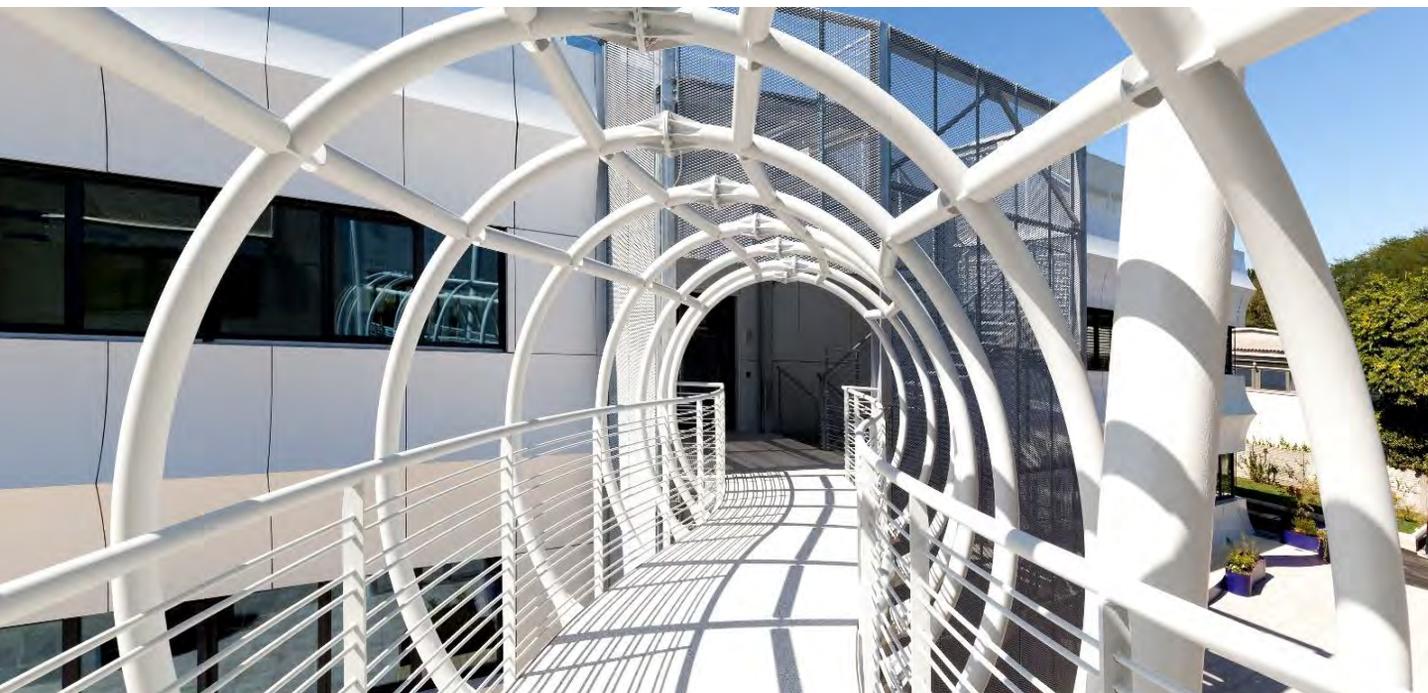
INTERNAL COMMUNICATION

The goal of our internal communication is to inform employees how their business is progressing, and its perspectives, and to make them aware of the executives' strategies. In particular, 'PerElmec', our Intranet portal, gives information about the company, the latest news, and the various active campaigns and initiatives, as well as a good number of services for our employees (e.g., online pay slips, refund management, notices, manuals/internal procedures, 'Zero Mile' platform to add the kilometers saved with smart working, access to up-to-date organisation chart, presence registration, meeting room reservation, internal communication tool sharing).

Then we send many update newsletters, data storms, and initiatives aimed at exchanging opinions, and a direct interaction between executives and the rest of employees.



Information and corporate-goal sharing



Corporate culture

Impact on employees



TEAM BUILDING

At Elmec, team building means spending and sharing moments with colleagues in a context free from any kind of influence, when colleagues can know each other better, see each other in a different light, understand their mutual strengths, weaknesses, and interests. Every year, all teams spend these moments.

HACKATHON

At Elmec, hackathon means innovation. For 4 years by now, we have been organising hackathon editions in different ways and based on different logics; during one edition, the event was open to the community to create new jobs, and the winner was eventually hired. During another edition, instead, there was an internal challenge to create a tool that could radically change the way we manage our services for employees.



OPEN BAR

Once a week, we organise a happy hour for all employees to allow them to enjoy themselves together. This is very important because it allows colleagues from different buildings and different departments to hang out in a context that is not work-related.

Corporate culture

Impact on employees



MALPENSA FIERE ANNUAL PARTY

Every year, we inaugurate the beginning of the year with a party for all employees at Malpensa Fiere. It is a time when colleagues know each other, talk about the previous year, and share goals for the future spending a funny night.

INTERNAL INITIATIVES

Working at Elmec means having the chance to share time also after working hours. There are a great number of internal initiatives that are undertaken over the year: chestnut parties, trips to the mountains, wine-tasting events, and other trips.



ELMEC4YOU

Elmec4You is our volunteer-based non-profit organisation that promotes and organises initiatives that improve employees' work-life balance. It is a real reference for the whole company and the heart from which the values that make us special are spread.



CHAPTER 6

Diversity and Inclusion

Managing diversity at Elmec means identifying and respecting differences in a common context of corporate culture. That is why we put our efforts to exclude any kind of discrimination, particularly against gender, age, nationality, ethnic group, ideology and religion, operating in

accordance with law, contractual obligations, practices, customs, and culture of each of the diversities that characterize us.

In diversity, we see an important value to preserve and encourage to contribute to the development of our business.

Diversity and inclusion



IMPACT ON EMPLOYEES

-  NEW MOM BONUS 

-  INCLUSIVE RESTAURANT 

-  LOCATIONS WITHOUT BARRIERS 

-  FREE ABSORBENTS 

-  INTERNAL CROSS-CULTURAL CONTAMINATION 

-  GENDER-FREE BATHROOMS 

-  BABYSITTER BONUS 

Diversity and inclusion

Impact on employees

NEW MOM BONUS

We try to protect motherhood in any for our female colleagues. In particular, we deliver a net bonus of €2,500 on their leave day to facilitate the necessary expenses at such an important moment.

INCLUSIVE RESTAURANT

To us, having an inclusive restaurant means offering a menu that suits our employees' tastes and possible allergies.

LOCATIONS WITHOUT BARRIERS

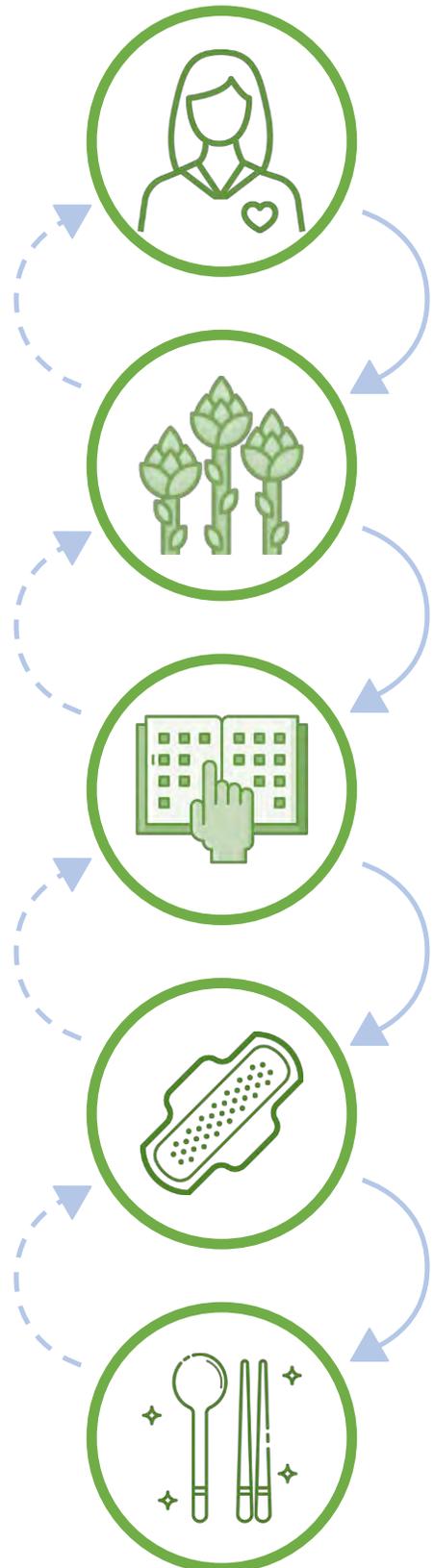
Spaces and services are eligible for helping socialization, mobility, and work without any discrimination whatsoever, be it physical, sensory, and cognitive.

FREE ABSORBENTS

"Menstruation is not a luxury". We strongly believe in this slogan; in all bathrooms there are free absorbents, made in house with recovered materials.

CROSS-CULTURAL CONTAMINATION

Being a dynamic business means favouring cross-cultural contamination among colleagues in every way possible. We do that by organising internal initiatives and events.



Diversity and inclusion

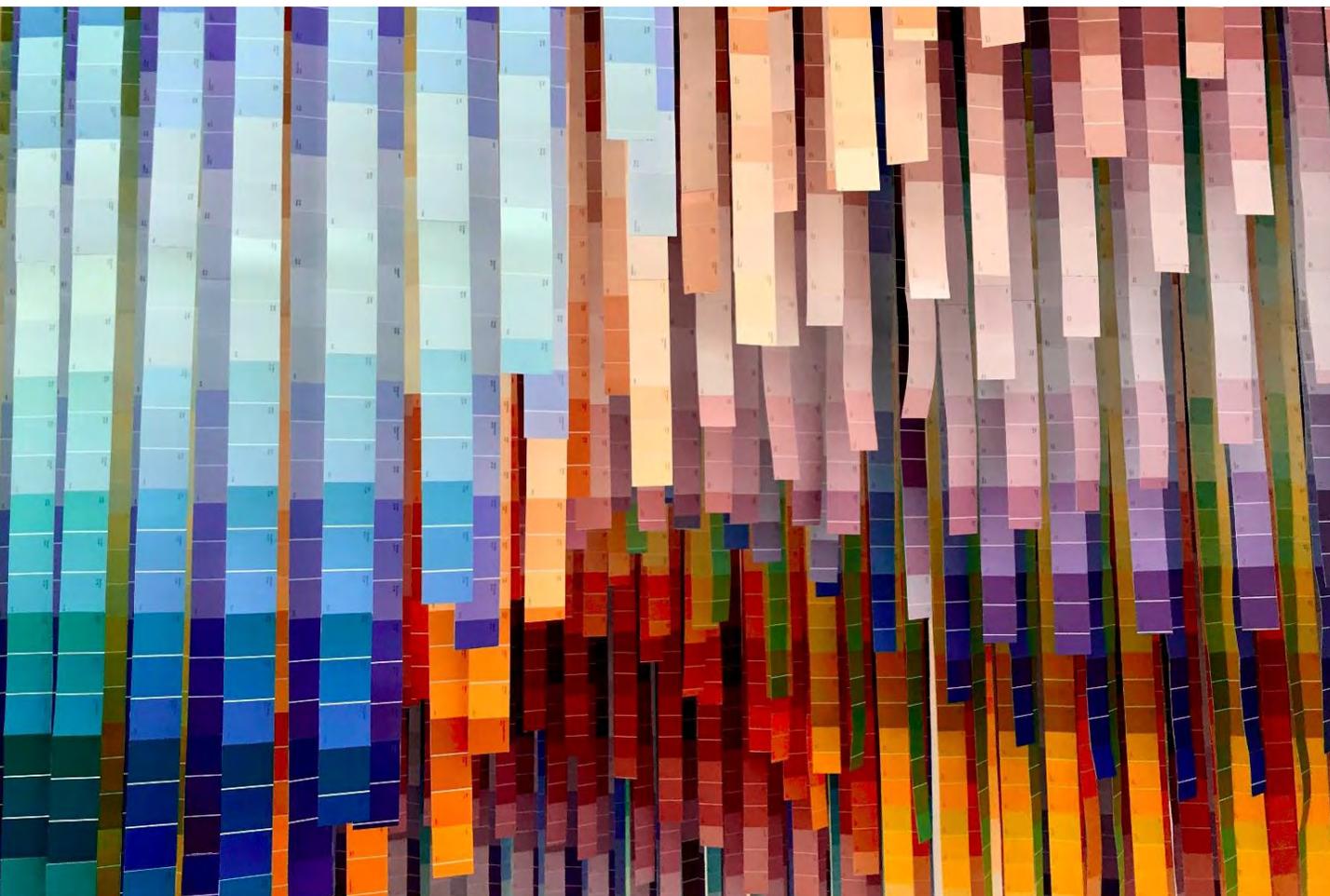
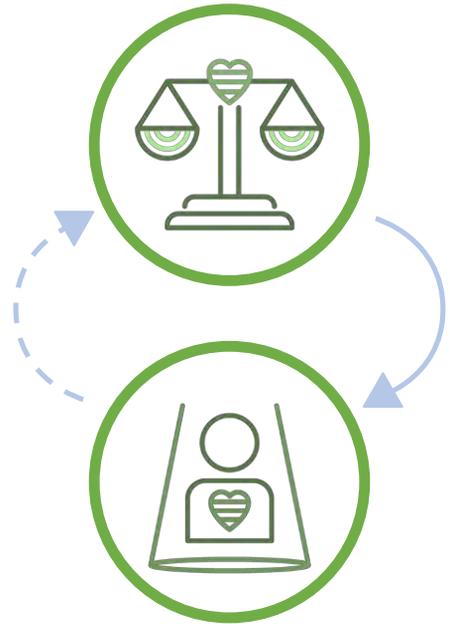
Impact on employees

GENDER-FREE BATHROOMS

In our restaurant, there is a gender-free bathroom with the goal of spreading acceptance of both genders.

BABYSITTER BONUS

When female colleagues get back to work, we give a further bonus of €1,000 for babysitting or related services, to facilitate our female colleagues' gradual getting back to work.





CHAPTER 7

Training

Our approach to training originates from the very basis, and encompasses internal skill development and spread of digital culture in the community. That is why we have introduced a training bonus for children, an incentive for families to facilitate their access to culture.

On the other hand, the goal of our learning paths is to build and advance professional skills according to the various models, give value to potentials, assessing and compensating excellent performances, and protecting the specific technical know-how. This is a full, ever-evolving approach.

Training



IMPACT ON COMMUNITY

- ONE CLICK MEETING 
- IVO GOES TO SCHOOL 
- SCHOLARSHIPS 
- CONVENTIONS 

IMPACT ON EMPLOYEES

- BOONS BONUS 
- CULTURAL EVENTS 
- CORPORATE LIBRARY 
- TRAINING COURSES 

IMPACT ON THE MARKETPLACE

- CERTIFICATIONS  
- DIGITAL EVENTS 

Training

Impact on community



ONE CLICK MEETING

With Logitech, we have studied and implemented this integrated videoconferencing tool designed to allow for an easy, ad-hoc, and flexible cooperation for any situation.

This project has allowed us to help the businesses of our community fight digital divide, and keep business continuity in the midst of the Covid pandemic.



Fighting Digital Divide

5

Activations at the schools of the province of Varese

IVO GOES TO SCHOOL

We have developed a solution that allows children, who are forced to stay either at the hospital or home for long, to connect to their own classroom's livestream using a tablet and thanks to EOLO connection; a robot is present in the classroom on behalf of the child. Over time, Ivo has become a real opportunity for local schools and institutions.



Fighting Digital Divide

6

Donations to schools of the province of Varese

Training

Impact on employees

156 | **bonuses over 2021**



BOOKS BONUS

We give a €300 net bonus for training courses of all our employees' children aged 6-18.

10 | **events for employees and their families**



CULTURAL EVENTS

We organise either virtual or in-person heterogeneous training events for our employees and their families, like open nights at the Campo dei Fiori observatory or educational events on health.

CORPORATE LIBRARY

At Elmec, there is a corporate library where colleagues can borrow books or leave their own for other colleagues.

24K | **training hours in 2021**

70% | **of which were delivered online**



TRAINING COURSES

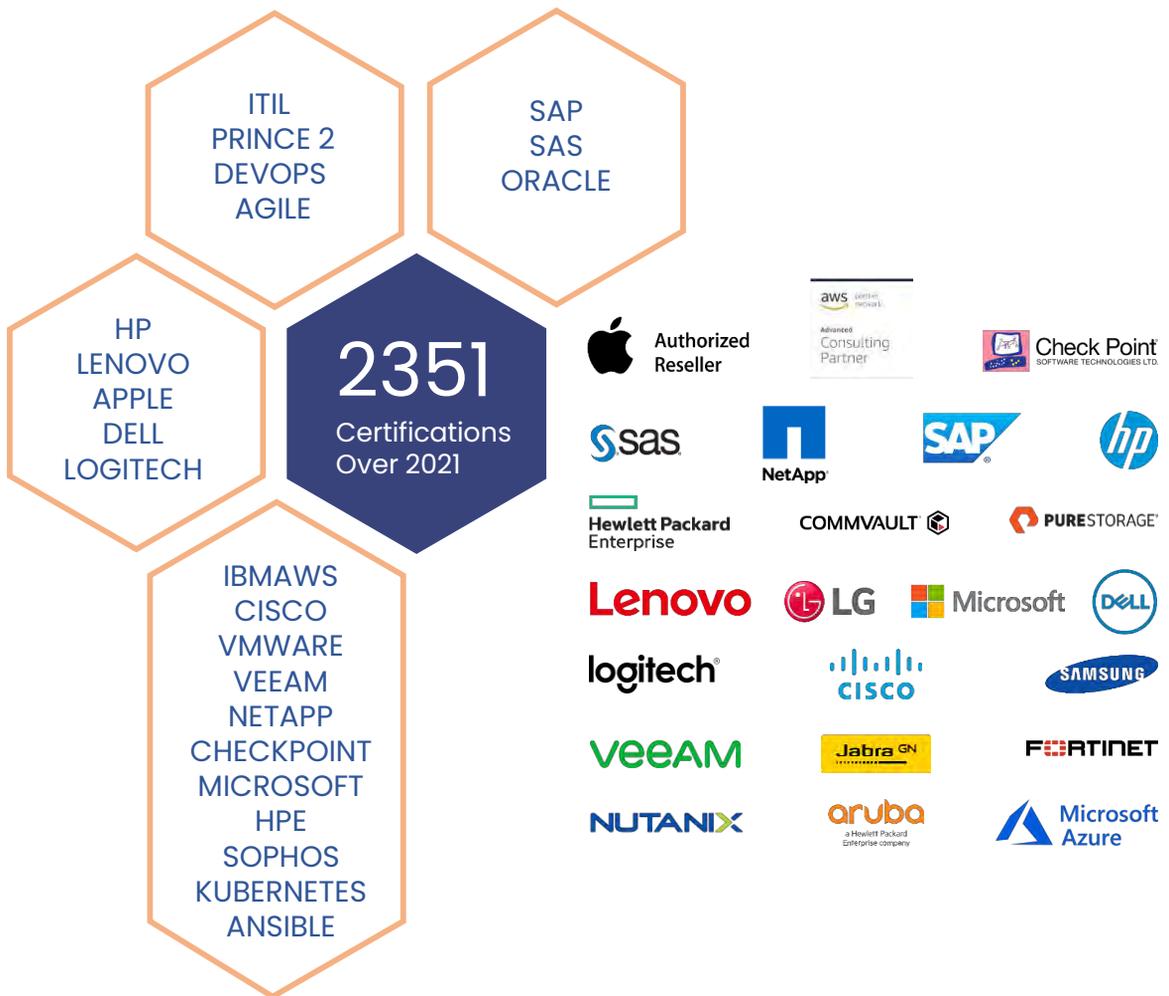
About technical topics and soft skills. The following are the areas our employees are involved in, both online and in person.

Training

Impact on the marketplace

CERTIFICATIONS

Our results have been achieved thanks to highly-qualified people: 600 employees, 70% of whom are IT specialists, highly certified, who respond to our clients' needs 24/7.



DIGITAL EVENTS



| Helping businesses through their digital innovation path

10



Digital events with our partners

Human Resources Highlights: Job placement projects



CHAPTER 8

Human resources

A 'fair' human resource management is certainly one of the critical factors to success that allow us to be one of the most important ICT players in Italy. Our HR policies are meritocratic, equal, and transparent, so much so that men, women, young people, and people with disabilities are equally managed at any time

and in all situations.

We are committed to balancing economic development and social responsibility at all times, ensuring a healthy and safe work environment for all employees and partners, knowing that economic growth cannot transcend the environmental context in which we operate.

Human resources



IMPACT ON COMMUNITY

- JOB PLACEMENT PROJECTS



IMPACT ON EMPLOYEES

- START PROGRAM

- HR TALK

- BREAKFASTS WITH RECENTLY HIRED EMPLOYEES

IMPACT ON THE MARKETPLACE

- RECRUITMENT PROCESS

- ASSESSMENT PROCESS



Human resources

Impact on community



JOB PLACEMENT PROJECT

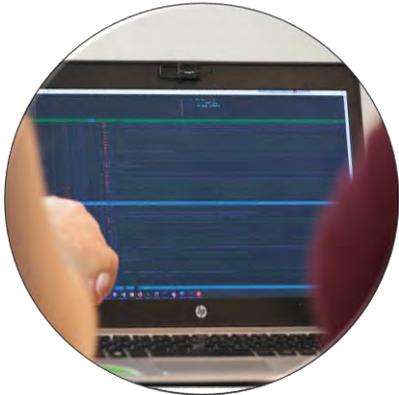
Every year we hire over 150 new employees, creating high-quality jobs in our community. There are many job placement paths in our company, and they are different based on education, career, and expertise level. We offer newly-graduated students, either from high school or university, a professional experience to put their skills into practice through internships and apprenticeships. For middle and senior positions, we offer professional careers that aim at a soft and hard skill enhancement. We have created ad-hoc paths for students who have recently graduated from high school to cultivate their IT professional skills.



Job placement paths and high-quality training

Human resources

Impact on employees



START PROGRAM

Start Program is our on-boarding path that accompanies our newly-hired employees through our group. After giving all the documentation, the welcome kit, and any specific kits based on the context, we offer our new colleagues a training hours plan on both technical and organisational tools.

HR TALK

It was our wish to arrange a HR Talks to give employees – not just the newly-hired – the chance meet the board and vice versa, to discuss HR management policies. These are times to share and discuss ideas, and allow us gather important feedback from all of our departments.



BREAKFASTS WITH NEWLY-HIRED EMPLOYEES

Once a month, we call the newly-hired to have breakfast with the board members, not just to introduce to them the ones who drive our company. In fact, after meeting the Board, there is a roundtable with some department managers to explain the collaboration dynamics that allow the various departments to work to the best of their ability.



Human resources

Impact on the marketplace

RECRUITMENT PROCESS

At Elmec, our recruitment process is considered as a training, mutual knowledge, and networking opportunity.

For our recruiters, the job interview is a chance for them to know the candidates, and for the candidates to know our company better. In case of group placement, a group assessment will be held.

ASSESSMENT PROCESS

To monitor HR development we make assessment on a frequent basis and in different ways. These assessments allow us to understand whether there are any development areas to lead our employees towards a specialized career path.

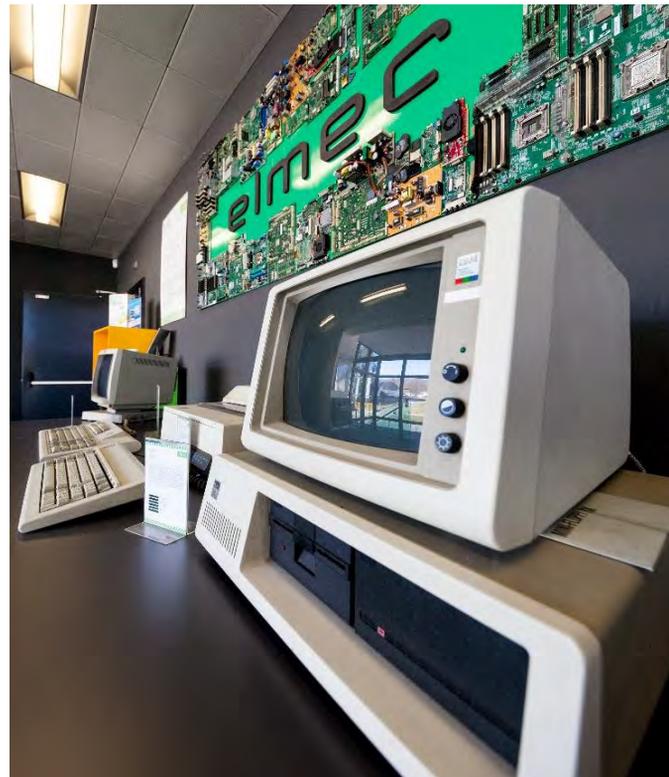
For this reason, as well as vertical professional growth, in some cases replacements are also horizontal.



Equal and transparent process



Employees' professional growth





CHAPTER 9

Health

We very much care about health. As well as all the actions we took to ensure the highest safety level during the COVID-19 emergency, we instructed our company doctor to be available for any personal needs of our employees.

Furthermore, we have renovated and increased all the health initiatives like delivering medications at Elmec, many conventions with local health facilities, and with health care professionals.



IMPACT ON COMMUNITY

-  COVID-19 ACTIONS 
-  DEFIBRILLATORS FOR OUR COMMUNITY 

IMPACT ON EMPLOYEES

-  INTERVENTO COVID-19 
-  DOCTOR AT ELMEC 
-  MEDICATION BOOKING AND DELIVERY 
-  HEALTH CHECK UP 
-  BADGE CHIP 

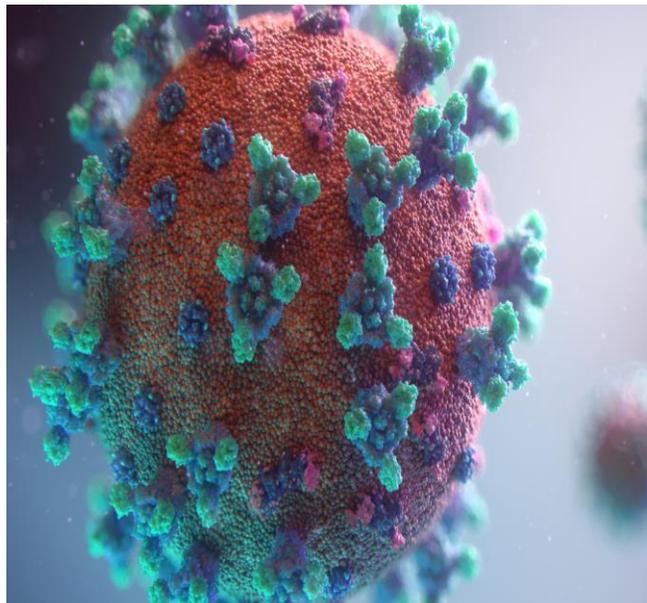
IMPACT ON THE MARKETPLACE

-  SCHIRANNA (VARESE) ANTI-COVID VACCINE HUB 

Health **Impact on community**

COVID-19 ACTIONS

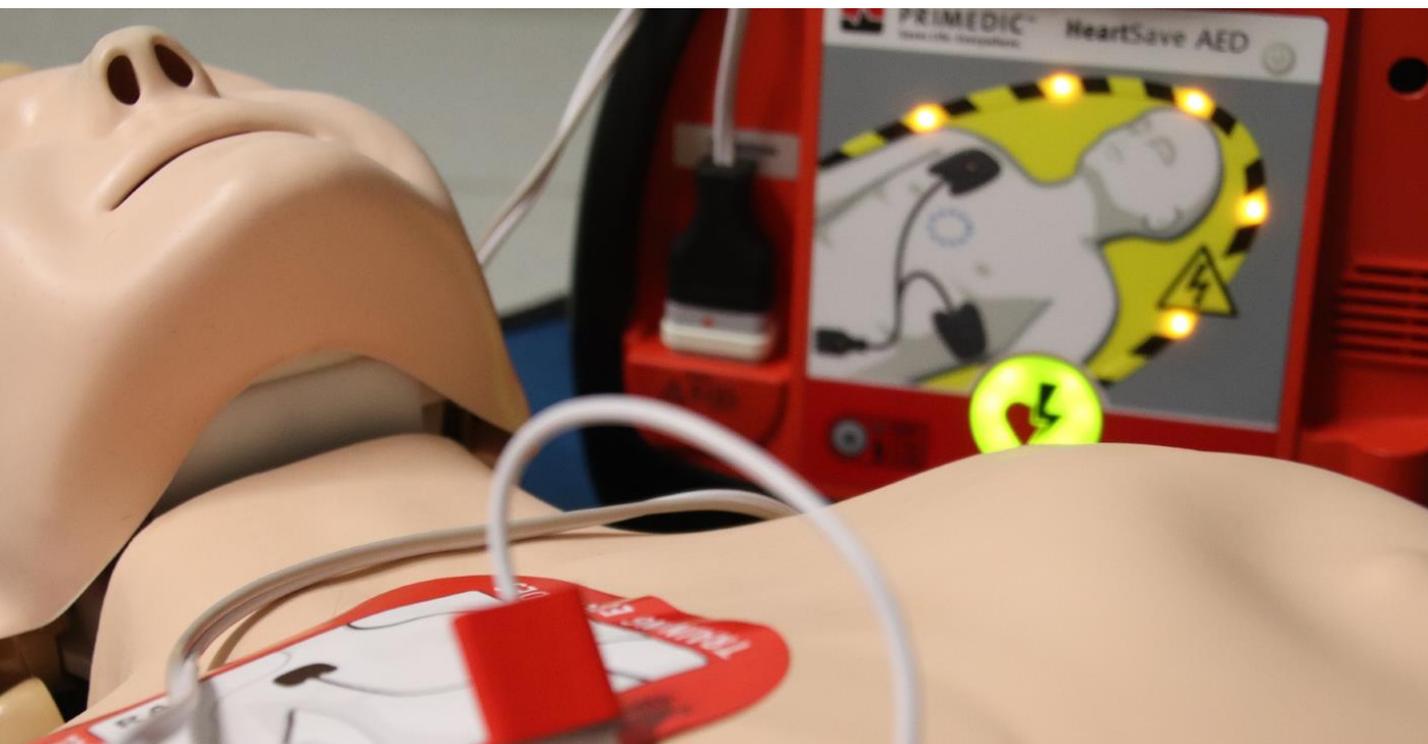
- +1000** | medical devices
Printed by Elmec
3D And donated to
our community
- +25** | hyperimmune plasma
donations
- IVO** | Our robot for local
health institutions



DEFIBRILLATORS FOR OUR COMMUNITY

Cardiac arrest is the main cause of death in Western countries. The survival percentage depends on how promptly defibrillation is performed.

That is why we have donated the council of Brunello 2 defibrillators for those who live in this village.



Health Impact on employees

COVID-19 ACTIONS

- + 2000** | rapid tests for our employees
- APP** | Intranet app to register their presence and book their lunch

DOCTOR AT ELMEC

For all of our employees, a doctor is available for any checks, general examinations, and consultations.

MEDICATION BOOKING AND DELIVERY

Ordering medications by WhatsApp and paying them with a 15% discount. This is what we have agreed with a local chemist for our employees.

HEALTH CHECK UP

Furthermore, thanks to a convention with the Centro Polispecialistico Beccaria in Varese, our employees can undergo health check ups with reduced prices.

BADGE CHIP

Chip badges are also available to our employees; they can be worn on their watches, integrate the most popular apps, and can monitor their health.



Health **Impact on the marketplace**



SCHIRANNA (VARESE) ANTI-COVID VACCINE HUB

To combat and contrast COVID-19 emergency, we have donated to Schiranna vaccine hub the network infrastructure, and the IT equipment to Protezione Civile's Operations Room at their location.

We have donated the IT equipment in the first place, to support vaccinations' operational management. Then we have installed a redundant LAN that helps communication between the two pavilions, and ensures service continuity, and have given the hub wi-fi connection devices.

We have also donated other logistic and staging material.

Sport Highlight: Elmec4Sport



CHAPTER 10

Sport

We strongly believe that there is a close relationship between work and sports based on mutual exchange. At Elmec, we live this relationship by both encouraging our employees to work out in any way – our gym is just an example – and having a close relationship with local sport associations.

Furthermore, over the last few years we have accompanied many of our colleagues towards an incredible milestone: attending the Athens marathon (2018) and the Venice marathon (2021).



IMPACT ON COMMUNITY

- DONATIONS TO SPORT ASSOCIATIONS

IMPACT ON EMPLOYEES

- ELMEC4SPORT

- GYM

- INTERNAL ANNUAL TOURNAMENTS

- TRAINING PATHS

- PERSONAL TRAINER

- SKIPASS AT SAN DOMENICO DI VARZO SKI LOCATION

IMPACT ON THE MARKETPLACE

- HOSPITALITY

- EOLO KOMETA CYCLING TEAM

- PALLACANESTRO VARESE

Sport **Impact on community**



DONATIONS TO SPORT ASSOCIATIONS

We sponsor some of the most prominent local sport associations, like Robur et Fides youth basket teams. For a number of years, we have also supported Gran Fondo Tre Valli Varesine bicycle race, whose 100th edition was held in 2021.

Thanks to sports, we pass on to new generations values like taking taking their roots on the community they live in, being encouraged to work out, working on a team, and being educated to face challenges in a healthy and fair competition.

It is a community of volunteers who love sports to allow our employees to share their own experience, be driven by more experienced sports people, and start getting closer to sports and working out in general. This project has led some of our colleagues to try to run the 2021 Venice Marathon.

Sport Impact on employees



ELMEC4SPORT

It is a community of volunteers who love sports to allow our employees to share their own experience, be driven by more experienced sports people, and start getting closer to sports and working out in general. This project has led some of our colleagues to try to run the 2021 Venice Marathon.



GYM

A gym available for our employees.

It is a place where, as well as exercising, you can also attend yoga, pilates, mental decompression, and personal defense courses. Our gym was built to give colleagues a place to socialize, and focus on their health.

Sport Impact on employees

ANNUAL INTERNAL TOURNAMENT

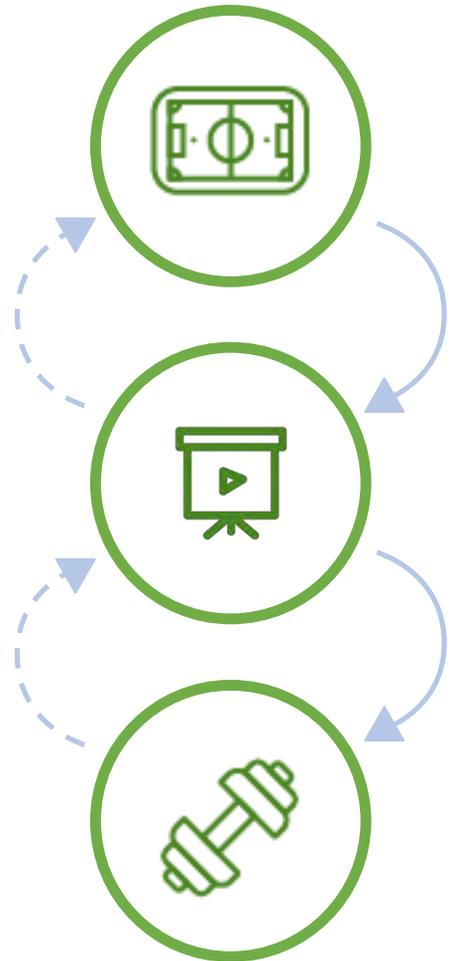
Every year we organise football, basketball, and beach volley tournaments for our employees to enhance the spirit of cooperation through sports as well.

TRAINING PATHS

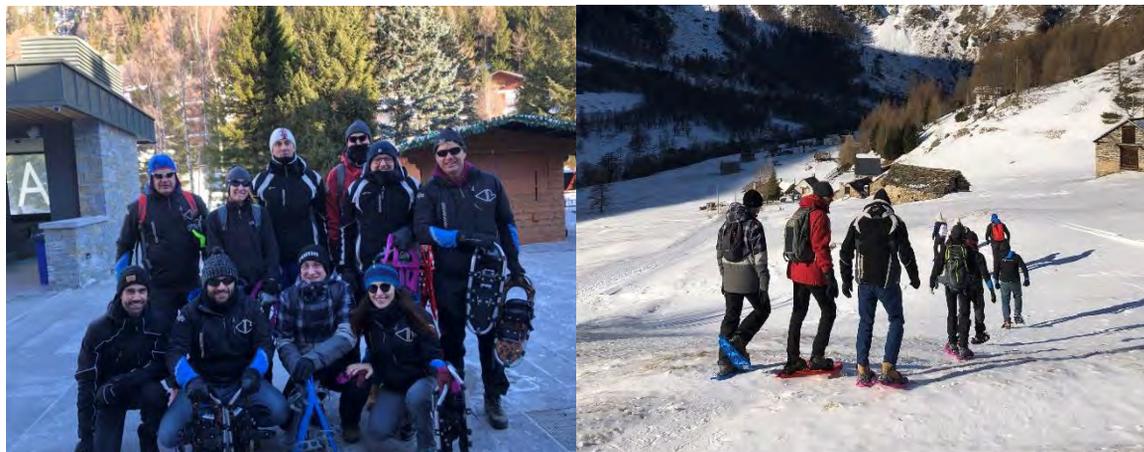
We lead colleagues who are interested in sports through training and spending time with experts to get closer to sports.

PERSONAL TRAINER

A specialized personal trainer is available to offer consulting services to colleagues who are interested in running, and another is available for exercising in the gym.



Sport **Impact on employees**



SKIPASS AT SAN DOMENICO DI VARZO SKI LOCATION

Thanks to a cooperation and a strong connection with the Ossola Valley area, our employees are entitled to a ski pass offered by us to ski at San Domenico di Varzo's ski runs. It's a way to feel at home even when we go skiing.



Sport **Impact on the marketplace**



HOSPITALITY

We strongly believe in the values sports can communicate. That is why we frequently organise Hospitality events at the Milan San Siro stadium for our clients and partners, to give them a special and emotional experience at one of the greatest sport places in Italy.

EOLO KOMETA CYCLING TEAM

We sponsor EOLO Kometa Cycling Team, a pro team where a great number of young talents run next to world champions to make them grow, pass the key values of cycling on to them, and to lead them towards a future full of success.



PALLACANESTRO VARESE

Pallacanestro Varese, founded on August 1, 1945, is Varese's main basketball team. It competes in Serie A, the main professional tournament in Italy. As Elmec, we are top sponsors of this historical and emblazoned team.



CHAPTER 11

Transparency and Policies

Elmec has a policy system to ensure that the principles of correctness, transparency, honesty, and integrity are respected, in accordance with responsible business management policy international standards.

These acts and principles determine both internal and external conduct, facilitating relationships with all the stakeholders involved.

Transparency and Policies



IMPACT ON COMMUNITY

- MISSION AND ENVIRONMENTAL IMPACT

IMPACT ON EMPLOYEES

- CORPORATE GOVERNANCE 
- FLEXIBLE BENEFIT 
- CAR FLEET 
- PENSION PLAN 
- CREDIT CARDS AND PHONES 

IMPACT ON THE MARKETPLACE

- CODE OF ETHICS 
- ENVIRONMENTAL PERFORMANCE INTEGRATION IN THE DECISION MAKING PROCESS 
- PRIVACY PROTECTION 
- CYBERSECURITY 

Transparency and Policies

Impact on community



MISSION AND ENVIRONMENTAL IMPACT

It is our wish to create a shared culture, becoming a reference for best practices for our clients, employees, and the whole community.

All the Corporate Social Responsibility (CSR) activities are aimed at involving all of our stakeholders actively, and spreading a culture of doing sustainable things. We are convinced that our environmental impact, as well as being an important parameter in the ecosystem we live in, is a stimulating and inspirational source for the whole community.



Spreading a Sustainable Culture

Transparency and Policies

Impatto on employees

CORPORATE GOVERNANCE

Well-defined, always-available public positions, and clear careers. Our organisation is the pillar of all of our operations.

FLEXIBLE BENEFIT

With OneFlex, Aon's platform for corporate welfare and flexible benefits, we deliver our employees annual or occasional bonuses as a prize for their work.

CAR FLEET

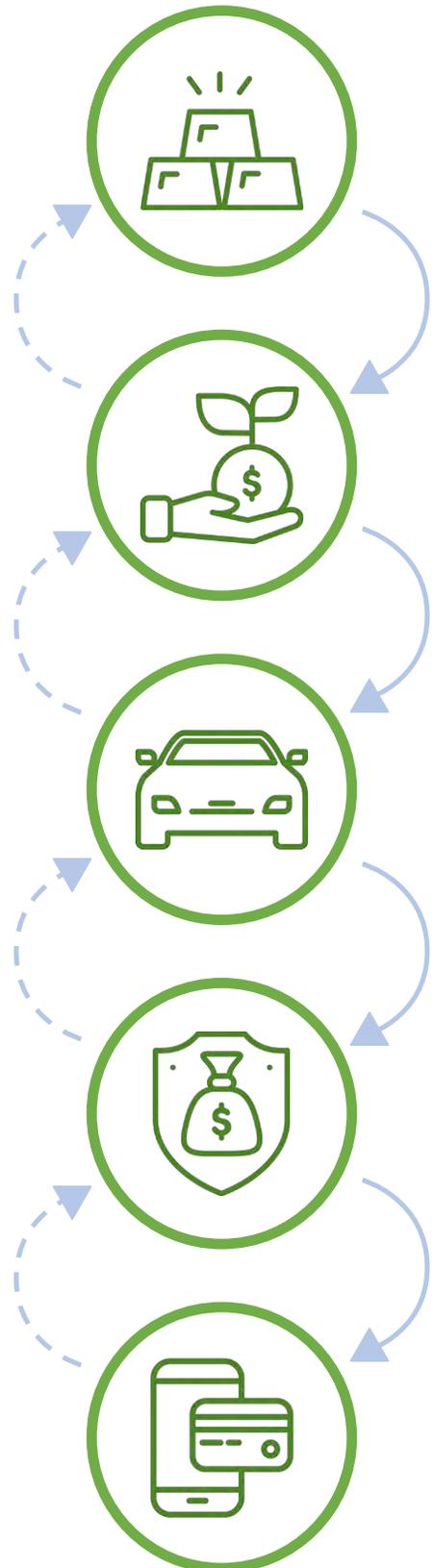
We have a car fleet, made up of more and more hybrid and LPG cars, for some categories of employees.

PENSION PLAN

For those employees who want a supplementary pension in addition to the public pension when they get retired, a supplementary pension plan is available to them.

CREDIT CARDS AND PHONES

Our credit cards and phones can be used by the interested employees by means of easy and intuitive assignment and refunding procedures.



Transparency and Policies

Impact on the marketplace

CODE OF ETHICS

By adopting the Code of Ethics, we implemented a tool to prevent illegal conducts by those acting in the name and on behalf of the company. With it, we have clearly and explicitly outlined behavioural criteria and ethical responsibilities of our directors, employees and collaborators for relationships inside and outside the Group.



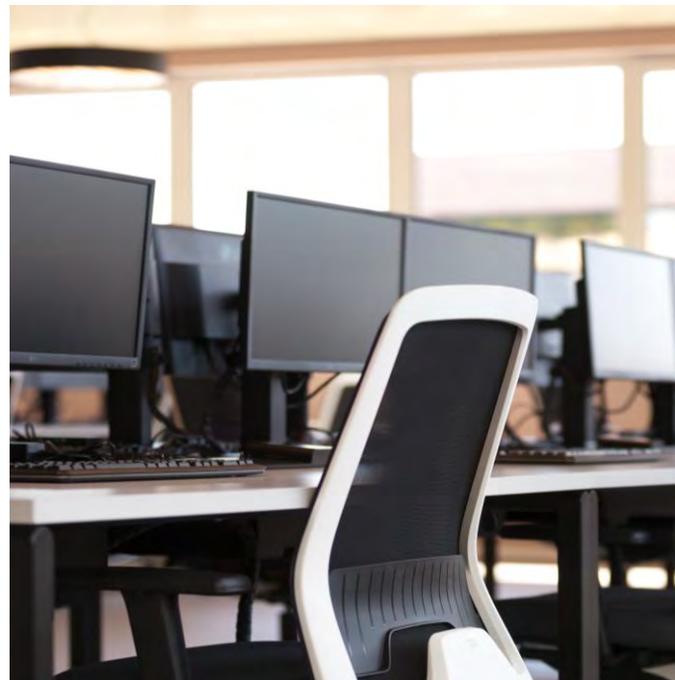
Relationship with stakeholders

ENVIRONMENTAL PERFORMANCE INTEGRATION IN THE DECISION MAKING PROCESS

We have integrated environmental performance in our decision making process by qualifying suppliers, integrating sustainability in our offers, constantly sharing with our clients and business partners information related to our impact, and training our employees about CSR topics.



Equal and sustainable market



Transparency and Policies

Impact on the marketplace

PRIVACY PROTECTION

We are certified as compliant with ISO 27017:2015 guidelines. This code of ethics integrates ISO 27001 certification to ensure transparency and confidentiality of, and control over, the services we deliver. The compliance with these guidelines certifies that Elmec Informatica is able to ensure data security and protection, including the personal data subject to privacy law.

CYBERSECURITY

With CybergON, our cybersecurity and cyber intelligence business unit, we organise information system defense with one only goal: protecting digital ecosystems, starting from the most important asset, that is, the data.

CybergON operates 24/7, and is characterized by a proactive approach: leading clients towards creating a correct security system even before it is damaged.

103 Mld

billion logs analyzed every year as an average

76 Mln

million attacks on Data Center connectivity blocked





CHAPTER 12

Life at Elmec

Our goal is to be the best employer possible, and to give employees a continuing growth opportunity. Balancing work and personal life is a commitment to which we give great importance, and that is why we have activated some services aiming

to improve work-life balance to all people who live and work at Elmec and live it. We are convinced that a comfortable work environment can certainly improve employees' productivity and work experience.



IMPACT ON EMPLOYEES

- SHOE REPAIR

- TAILORING

- LAUNDRY

- CAR WASH

- PRODUCT SALE AND SHOPPING DELIVERY AT ELMEC

- PERSONAL ORDER DELIVERY

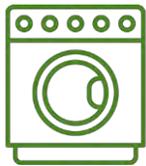
- TEMPORARY SHOP

- CONVENTIONS WITH LOCAL FACILITIES

- ELMEC4YOU EMPORIUM

Life at Elmec

Impact on employees



SHOE REPAIR, TAILORING AND LAUNDRY

Our employees can use tailoring, laundry, and shoe repair services by directly delivering and retrieving their items at Elmec.



CAR WASH

Employees can book car-washing service at a specific facility by simply sending a WhatsApp message; their car will be taken and driven back to Elmec cleaned.



PRODUCT SALE AND SHOPPING DELIVERY AT ELMEC

Local products and convention with Tigros supermarket. At our locations, employees can purchase food and retrieve their online shopping on Tigros website.



PERSONAL ORDER DELIVERY

Employees can have their packages delivered at our locations by using specific lockers.



TEMPORARY SHOP

With external partners, we organise temporary shops to allow employees to purchase at convenient prices.



CONVENTIONS WITH LOCAL FACILITIES

There are many conventions that we have stipulated with local facilities to offer our employees a wide range of discounts and reductions to purchase goods and services.



ELMEC4YOU EMPORIUM

At one of our locations, we have created the Elmec4You emporium, a real shop where employees can purchase seasonal and local products at convenient prices.



CHAPTER 13

Corporate Volunteering

At Elmec, corporate volunteering is not just about being spontaneous and occasional partners of non-profit organisations – which continues to be a significant part of it – but also being part of projects where we directly promote, encourage,

and support employees' active participation in local communities' or non-profit organisations' initiatives. As a matter of fact, in 2021 we involved our employees, through sports, in a fundraising campaign for autistic children at Fondazione Piatti in Varese.

Corporate Volunteering



IMPACT ON COMMUNITY

 NORCIA PROJECT

 COVID-19 ACTIONS



 DONATIONS AND SPONSORSHIPS

IMPACT ON EMPLOYEES

 FONDAZIONE PIATTI - 50X50 CHALLENGE



 VOLUNTEER TIME OFF

IMPACT ON THE MARKETPLACE

 INITIATIVES IN PARTNERSHIP WITH VENDORS

Corporate Volunteering

Impact on community



NORCIA PROJECT

On October 30, 2016 an earthquake destroyed the village of Norcia, with its houses and businesses. In 2017, we contributed to restoring two farms, allowing them to resume their business. These farms' products are always available to our employees at the Elmec4You Emporium.

COVID-19 ACTIONS

During the COVID-19 emergency, we have led schools towards implementing distance learning. We have donated 20 workspaces to the Istituto Comprensivo Varese 1 schools, and 140 PCs to allow disadvantaged schools to continue their classes.



DONATIONS AND SPONSORSHIPS

The goal of local donations and sponsorships is social integration and spreading a sustainable culture in terms of environment and society. For instance, we sponsor TEDx Varese, a structured, non-profit, volunteer-based project that creates a cultural, social, and economic impact in many areas.

Corporate Volunteering

Impact on employees



50X50 CHALLENGE

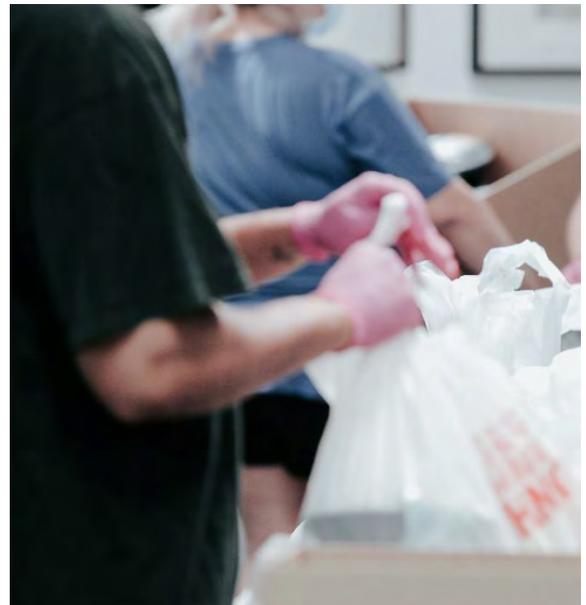
Almost 20,000 km run by our employees to support the development of the Magic Room at the Varese autism center; we donated for each kilometer run, and this is the result of the 50x50 challenge in favour of autistic children of whom Fondazione Piatti takes care. This initiatives allowed us to raise and donate over €10,000.



Reducing Inequality

CORPORATE VOLUNTEERING

We have encouraged our employees to be committed to corporate volunteering projects, guaranteeing one day of volunteer time off to anyone who wish to spend a business day volunteering at any non-profit organisations, entities or institutions who may need it. This initiative has laid the foundation to create an even stronger relationship with our community.



Support to Community

Sustainability governance



Governance

To pursue our mission, we implemented appropriate tools, even organisational ones, to comply with environmental and social values.

MISSION E VISION

Our Strategic Plan

ELMEC FIGURES

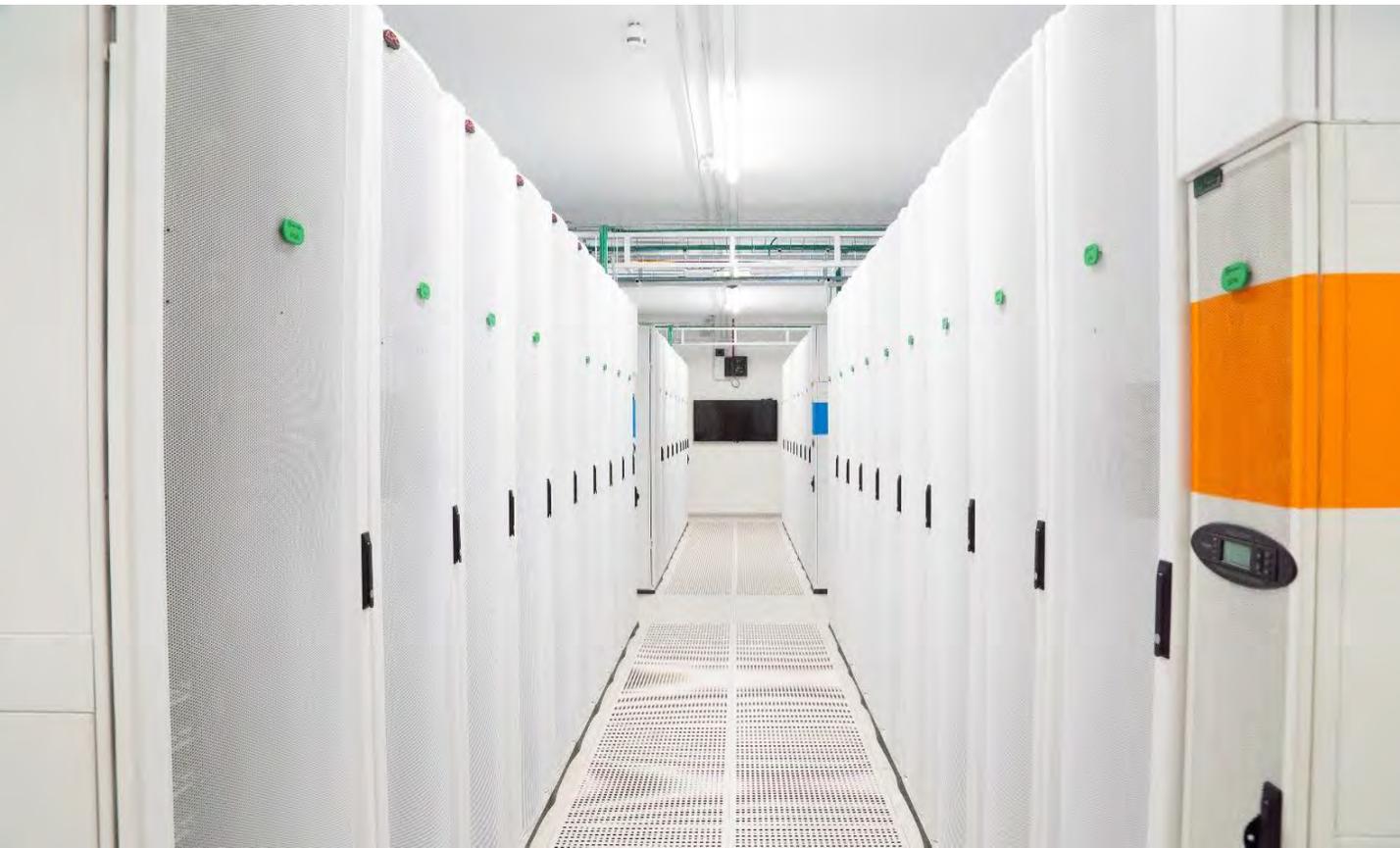
The figures that make us special

CORPORATE GOVERNANCE

Our Foundation

POLICIES, REGULATIONS AND CODE OF ETHICS

Our Guidelines



Vision e Mission

VISION

We imagine a future when technology will be easy and accessible, and will be able to improve your life and your work, without being noticed.

We want to be the innovators who help your business reach its goals by putting all our competence and the best technologies on the market.

MISSION

Our mission is to be simply reliable to our clients, suppliers, and employees ensuring certified service quality standards, clear and transparent procedures, and the chance to see how we work at any time. The services and technological solutions we offer are characterized by the high level of professional competence of our employees.



Elmec figures

OUR ECONOMIC SIDE

	Rates in thousands of €	2020	2019	2018
1	CONSOLIDATED SALES	110.890	114.440	108.116
2	NET INCOME	114.870	113.341	111.111
3	R&D - INVESTMENTS	1.926	1.493	1.191
4	FACILITIES - INVESTMENTS	17.746	12.237	10.474
5	IMMATERIAL	1.593	1.167	1.647
6	MATERIAL	16.153	11.070	8.827
7	# OF LOCATIONS	9	9	9
9	TAXES (IRES/IRAP)	3.014	2.807	2.002

1. 1 QlikSense – Invoices from 01/01 to 12/31
2. 2 Financial Statement – Income Statement
3. 3 R&D Documents
4. 4 Financial Statement – “Property” Attachment
5. 5 Licenses and Software (Internal and Third Parties’)
6. 6 Computers and Fixed Assets (Internal and Third parties’)
7. 7 Financial Statement – Statement of Cash Flows
8. 8 Financial Statement – Management Report

Elmec figures

HEALTH AND SAFETY INDICATORS

DATO	2020	2019	2018
DEATHS FOLLOWING WORKPLACE INJURIES	0	0	0
RECORDABLE WORKPLACE INJURIES	4	1	4
IN-ITINERE WORK ACCIDENTS	1	1	1

Elmec figures

OUR SOCIAL SIDE

CORPORATE POPULATION SIZE BY JOB POSITION

# OF PEOPLE	2020	2019	2018
TOP MANAGERS	9	8	8
MANAGERS	41	36	30
CLERKS	500	497	532
TRAINEES	38	42	30
TOTAL	597	577	600

CORPORATE POPULATION BY EDUCATION LEVEL AS OF DECEMBER 31, 2020

# OF PEOPLE	2020	2019	2018
UNIVERSITY	194	183	179
HIGH SCHOOL	384	377	404
MIDDLE SCHOOL	10	10	10
PROFESSIONAL QUALIFICATIONS	4	4	4
TOTAL	597	577	600

Elmec figures

OUR SOCIAL SIDE

PERCENTAGE OF CORPORATE POPULATION WHO HAS RECEIVED PERFORMANCE AND CAREER DEVELOPMENT ASSESSMENTS

# OF PEOPLE	2020	2019	2018
TOTAL	100%	100%	100%

CORPORATE POPULATION BY GENDER

# OF PEOPLE	2020	2019	2018
MEN	441	428	441
WOMEN	156	149	159
TOTAL	597	577	600

PERCENTAGE OF WOMEN IN MANAGERIAL POSITIONS

# OF PEOPLE	2020	2019	2018
TOTAL # (Men & Women)	63	59	68
% OF WOMEN	30%	36%	31 %

Personnel Training



24.600

Training hours

delivered to all employees, both online and in person, in 2020



100%

Percentage of

people who attended Corporate Social Responsibility internal course



90%

Percentage of

IT and technical training hours attended by employees



94%

Percentage of

employees who attended at least one course in 2020

Elmec figures

OUR ENVIRONMENTAL SIDE

ELMEC INFORMATICA ENERGY CONSUMPTION

DATO	2020	2019	2018
ELECTRICITY (In thousands of KWh)	409.000	429.000	390.000
% OF RENEWABLE ENERGY	6%	4%	6%
I of DIESEL FUEL	136.443	212.743	208.901
I OF PETROL	13.927	28.084	43.344
I OF METHANE	280,89	1.557,43	2.872,95

WATER CONSUMPTION

	2020	2019	2018
WATER CONSUMPTION (ML)	3	4	3

Elmec figures

WASTE MANAGEMENT AND DISPOSAL

DATO	2020	2019	2018
KG OF NON-HAZARDOUS WASTE	33992,00	37109,00	34206,00
KG OF HAZARDOUS WASTE	559,00	764,00	2024,00

WASTE DISPOSAL PROGRAM

To dispose waste responsibly, we have created nine specific zones to collect those materials that, later on, are delivered to processing centers: plastic, ferrous metals, electronic boards, paper and cardboard, aluminium, glass, etc. By doing so, we correctly follow the waste disposal procedure, make our employees responsible, and promote the respect for the environment. These actions involve all stakeholders: employees, clients, and suppliers. Our commercial relationship with suppliers is also based on the quality of the packaging used to contain and protect their products. The correct management of disposed electric and electronic equipment is very important to both protect the environment and value the materials, which are essential in order for them to be transformed. Special waste, harmful material, and toner disposal are also sources of a number of responsibilities towards the environment and institutions. Toners are often disposed of even when a 20% color quantity is left. For years, we have offered our clients a service where we pick up and dispose of the waste, relieving them from the obligations pursuant to Italian Legislative Decree no. 152/2006.

Waste Management



300

Kg of toner disposed of in 2020



1900

Kg down devices disposed of in 2020



140

Kg of plastic disposed of in 2020



5780

Kg of paper disposed of in 2020

Corporate Governance

Our corporate governance is structured according to the traditional system:

- Shareholders' annual general meeting, which votes on the matters established by law and the articles of association;
- Board of Directors, who is in charge of managing the company;
- Board of statutory auditors, with an auditing and supervisory function.

The Board of Directors has greater power with regards to ordinary and extraordinary matters, and may act as it may deem appropriate for the company's objects.

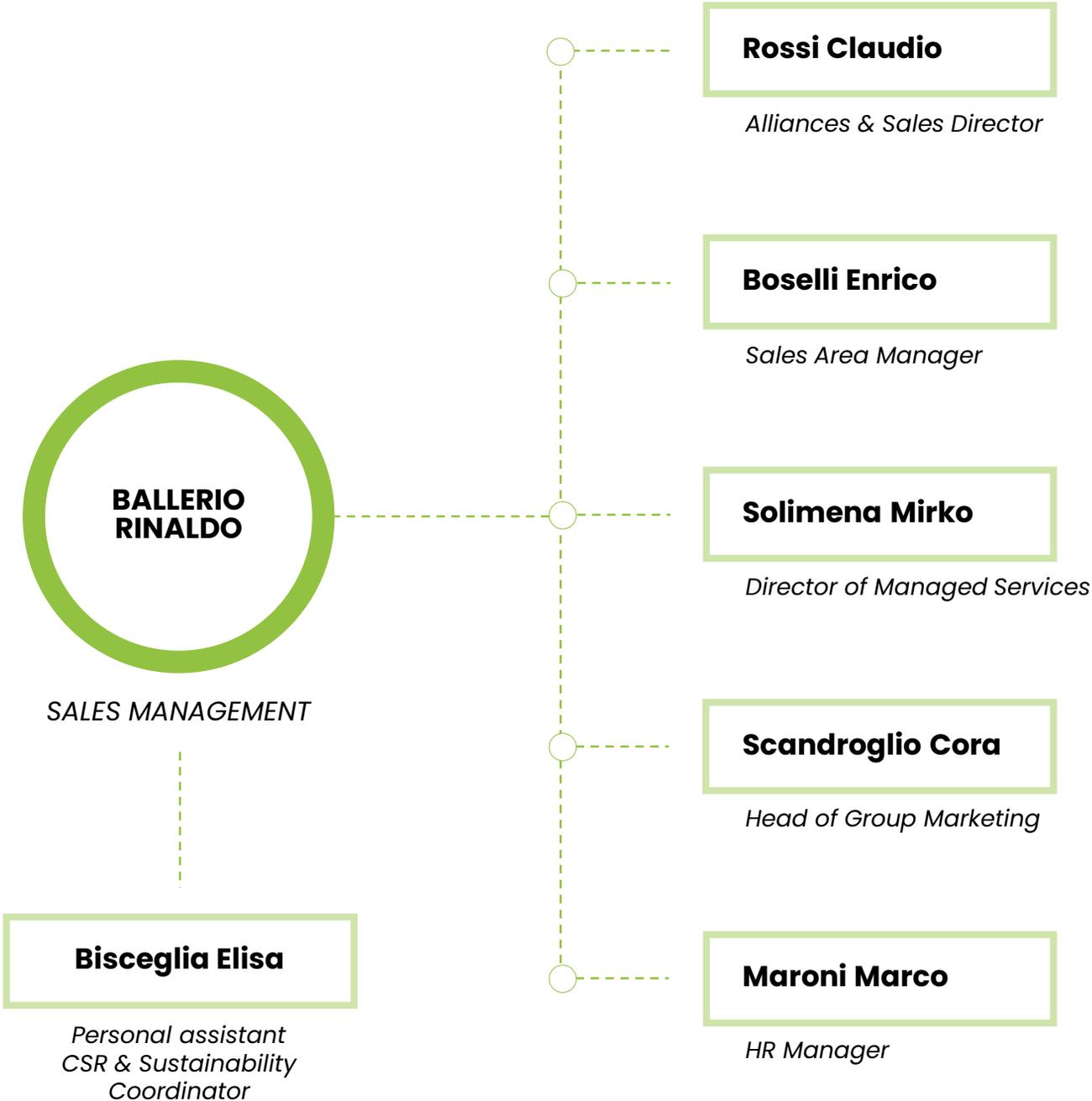
BOARD OF DIRECTORS	POSITION
Rinaldo Ballerio	President
Alessandro Ballerio	CEO
Andrea Bottelli	CFO
Nicola Ciniero	Board member

BOARD OF STATUTORY AUDITORS	POSITION
Dr. Mentasti Fabio	President of the Board of Statutory Auditors
Dr. Jemoli Luigi Alfredo	Standing Statutory Auditor
Dr. Marsegaglia Silvana	Standing Statutory Auditor

Corporate Governance

BUSINESS GOVERNANCE

The following is the structure of our business governance.



Corporate Governance

TECHNICAL GOVERNANCE

The following is the structure of our technical governance.



Policy, Law and Code of Ethics

CODE OF ETHICS

By drafting a Code of Ethics, Elmec intends to formalize the commitment and ethical responsibilities made for its business established by the objects indicated in the Articles of Association. By adopting the Code of Ethics, Elmec intends to have a tool to prevent either illegal or unethical conduct by those acting in the name and on behalf of Elmec. By drafting the code, Elmec has clearly and explicitly outlined the behavioural criteria and ethical responsibilities of the directors, employees, and collaborators in both internal and external relationships.

The Code's principles and provisions constitute specific examples of the obligations of diligence, fairness, and loyalty, which qualify the performance of the job duties and the behavior at the workplace. The Code's principles and provisions are binding for the members of the corporate bodies, employees, temporary employees, consultants, and any kind of collaborators, agents, attorneys in fact, and any other person who may act in the name and on behalf of Elmec.

The Code of Ethics can be viewed at the following link, or by scanning the QR Code below:

www.elmec.com/documents/codice-etico.pdf



Policy, Law and Code of Ethics

ORGANISATIONAL AND CONTROL MODEL

In compliance with Italian Legislative Decree No. 231/2001, by which entities' 'regulatory responsibility' was introduced in Italian law, for any crimes committed either in Italy or abroad by directors, or any other person acting in the interests or at the advantage of such entities, Elmec Informatica SpA has adopted an Organisational and Control Model. This Model establishes organisational procedures and behavioural protocols which are implemented through internal procedures, training and auditing/assurance procedures. The Model is updated and improved on a constant basis, to both respond to the continuing regulatory changes and adjust it to the changes in the corporate governance.

With the aim of making sure that the Model is correctly applied, an independent supervisory body (Organismo di Vigilanza), made up of external professionals, has been appointed. For this purpose, information flows to the Supervisory Body, and from the independent supervisory body to executives.

The Organisation and Control Model can be viewed at the following link, or by scanning the QR Code below:

www.elmec.com/documents/modello-organizzativo-elmec-informatica.pdf



Policy, Law and Code of Ethics

WHISTLEBLOWING PROCEDURE

Elmec Informatica believes that not only is operating correctly and ethically a legal obligation, but also a business-development opportunity. This is why we adopt and keep up to date an Organizational and Control Model pursuant to Italian Legislative Decree no. 231/2001, as well as a Code of Ethics.

In compliance with Italian act no. 179/2017, which amended Art. 6 of Italian Legislative Decree no. 231/2001, Elmec Informatica promotes and encourages the reporting of allegedly illegal conduct.

Therefore, with this procedure, Elmec intends to set the rules to manage and process such reports, in order for all legal provisions to be complied with, and for the procedure followed to analyze, process, and check reports to be known. This procedure also set the measures to protect whistleblowers' privacy.

The whistleblowing procedure can be viewed at the following link, or by scanning the QR Code below.

www.elmec.com/documents/procedura-whistleblowing_gruppo_hinfo.pdf



Certifications



Certifications



HP AMPLIFY IMPACT

HP Amplify Impact is HP's program to collaborate with its partners to promote a significant change for People, the Planet, and Community, the pillars of HP's Sustainability Impact. As Elmec Informatica, we have obtained the Changemaker status, which is the highest in the assessment rates.



ECOVADIS

EcoVadis manages the first interactive platform that allows companies to monitor their suppliers' sustainability performance, covering 150 industries and 110 countries. EcoVadis has already been chosen by the biggest global multinationals to assess their global database of suppliers from 95 countries. As Elmec, we have obtained the BRONZE medal.



Certifications



CONSUMER LAB

The Future Index Respect is Consumer Lab's classification of those businesses who have been able to communicate their sustainability actions in a clear and involving way to consumers through their sustainability report. As Elmec Informatica, we are at the 44th place out of all sustainability reports by Italian businesses.



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