



# Going Global Sustainably

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SUSTAINABILITY PLAN 2017-2021

**Going Global Sustainably, the ASTM-SIAS Group's Sustainability Plan 2017-2021**, is a document describing the sustainability commitments undertaken in terms of viable actions and concrete results.

For each commitment area, the Plan identifies the **qualitative objectives** measurable over the **medium-long term**, in line with the Group's values and Strategic Plan.

### A SUSTAINABILITY PLAN FOR:

#### IMPROVING OURSELVES

The Plan develops the Group's commitment to sustainability themes with a view to continuously improving its performance and reputation.

#### DEVELOPING OUR COMPETITIVENESS

The Plan is an additional element that strengthens the Group's competitiveness when submitting international tenders by managing its business in line with Corporate Social Responsibility (CSR).

#### TRANSPARENCY

The Plan clearly conveys the Group's strategic policies on sustainability to all Stakeholders, presenting objectives, principles and values regarding value creation for all Stakeholders over the medium-long term.

#### MONITORING OUR PERFORMANCE

The Plan enables the definition and monitoring of the sustainability objectives in order to enhance the sense of responsibility and the motivation of the heads of the units involved.

# Methodological Approach

The ASTM-SIAS Group's **Sustainability Plan 2017-2021** was prepared via the analysis, integration and development of the 6 elements summarised in this diagram



# Sustainable development goals (SDGs) and targets

Starting from the analysis of the 17 Sustainable Development Goals (SDGs) for 2030 promoted by the UN, and the 169 associated targets, the 9 Goals and 14 targets most relevant to the Group's sectors of operation were selected

SDGs	DESCRIPTION OF SDG TARGET	MOTORWAY CONCESSION CONTRACT	CONSTRUCTION AND ENGINEERING	TECHNOLOGY AND PLANT
	<b>3.6</b> By 2020, halve the number of global deaths and injuries from road traffic accidents			
	<b>5.1</b> End all forms of discrimination against all women and girls everywhere			
	<b>5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life			
	<b>7.3</b> By 2030, double the global rate of improvement in energy efficiency			
	<b>8.5</b> 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			
	<b>8.8</b> 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			
	<b>9.1</b> 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			
	<b>9.2</b> 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			
	<b>9.4</b> 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			

# Sustainable development goals (SDGs) and targets

SDGs	DESCRIPTION OF SDG TARGET	MOTORWAY CONCESSION CONTRACT	CONSTRUCTION AND ENGINEERING	TECHNOLOGY AND PLANT
	<b>10.2</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status			
	<b>10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality			
	<b>11.2</b> By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons			
	<b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries			
	<b>16.5</b> Substantially reduce corruption and bribery in all their forms			

# Strategic policies

Implement Sustainable Governance in line with best practice

Create sustainable value for all Stakeholders over the medium-long term, safeguarding and enhancing the Group's reputation

Promote policies aimed at improving road safety

Develop human capital by promoting skills and different cultures

Ensure compliance with environmental regulations and promote energy efficiency policies

Ensure health and safety in the workplace

# Policies described in terms of objectives and actions

## CORPORATE



### IMPLEMENT SUSTAINABLE GOVERNANCE IN LINE WITH BEST PRACTICE

#### OBJECTIVES

#### ACTIONS

##### DIALOGUE WITH STAKEHOLDERS

- Develop a dialogue and exchange with the Group's Stakeholders, particularly with investors, the market, the region and the local communities in which the Group operates, based on transparency and reciprocity, including by regularly organizing Stakeholder engagement events

##### IMPLEMENTATION OF SUSTAINABLE CORPORATE GOVERNANCE

- Define an organizational sustainability structure, formalizing roles and responsibilities in line with applicable best practice, able to provide strategic sustainability policies with a view to creating value over the medium-long term
- Organize Board member induction sessions on sustainable development

##### CONTINUAL UPDATING OF SUSTAINABILITY RISKS

- Monitor the sustainability risks and the relative safeguards for each business segment, within the context of Group risk assessment
- Implement a Group risk management system in line with best practice and the ISO 31000 framework

##### PROMOTE A SUSTAINABILITY CULTURE

- Adopt policies on the most material sustainability themes for the Group (e.g. anti-corruption, human rights, diversity and equal opportunities)
- Implement an ISO 37001-certified anti-bribery management system
- Promote a sustainability culture through training sessions, events and meetings as well as continual participation in sustainability working groups
- Ensure Group personnel receive regular training on the Group's Code of Ethics, Organizational Model and management systems for promoting conduct consistent with integrity and sound ethics

##### TRANSPARENCY AND ACCOUNTABILITY

- Report on non-financial performance in line with applicable standards
- Develop internal and external communication on the Group's policies, objectives and actions for sustainability
- Ensure annual sustainability reporting

# Policies described in terms of objectives and actions

## Implement Sustainable Governance in line with best practice

### OBJECTIVES

### ACTIONS

#### EVER MORE EFFICIENT CYBER SECURITY SYSTEMS

- Develop a Group IT governance structure, implementing an IT system management procedure that is compliant with, among other things, the provisions of the General Data Protection Regulation (GDPR), EU Regulation 2016/679

## CREATE SUSTAINABLE VALUE FOR ALL STAKEHOLDERS OVER THE MEDIUM-LONG TERM

#### PROMOTE SUSTAINABLE PROCUREMENT CULTURE AND PRACTICES

- Adopt a Business Code of Conduct to disseminate to all suppliers to define and share principles, good practice and social, ethical and environmental conduct
- Implement a Group supplier register and schedule supplier audits

#### PROMOTE SOCIAL INTEGRATION POLICIES THROUGH SPORT AND CULTURE

- Support sport and culture initiatives through partnerships with local associations

## DEVELOP HUMAN CAPITAL BY PROMOTING SKILLS AND DIFFERENT CULTURES

#### DEVELOP TALENT THROUGH AN INTEGRATED SYSTEM OF HUMAN CAPITAL MANAGEMENT

- Implement a managerial incentive system with the aim of enhancing skills and promoting the achievement of results of increasing excellence, establishing a virtuous link between compensation and professional performance
- Attract young talent through partnerships with universities, defining programmes of assessment and professional development
- Invest in employee development and training programmes aimed at creating a shared corporate culture based on expertise and innovation

## CORPORATE



# Policies described in terms of objectives and actions

## ENSURE HEALTH AND SAFETY IN THE WORKPLACE

### OBJECTIVES

### ACTIONS

#### SAFEGUARD WORKER HEALTH AND SAFETY

- Consolidate the training and prevention plan aimed at reducing accidents, ensure a safe working environment and promote and encourage virtuous behaviour in the workplace
- Coordinate the health and safety policy management system within each business segment

## ENSURE COMPLIANCE WITH ENVIRONMENTAL REGULATIONS AND PROMOTE ENERGY EFFICIENCY POLICIES

#### MONITOR AND REDUCE GHG AIR EMISSIONS

- Promote an employee awareness campaign to support responsible behaviour and prevent the waste of natural resources (e.g. water, light, etc.)
- Define and monitor the indicators that measure the Group's performance and that enable the identification of subsequent actions to combat climate change
- Adopt, from 2018, the CDP Climate Change programme regarding scope 1, 2 and 3 emissions affirmed by an external auditor and assessment of any measures to reduce the emissions
- Coordinate the environmental policy management system within each business segment



# Policies described in terms of objectives and actions

## MOTORWAY CONCESSION CONTRACT

### PROMOTE POLICIES AIMED AT IMPROVING ROAD SAFETY

#### OBJECTIVES

#### ACTIONS

##### PROMOTE RESPONSIBLE DRIVING BEHAVIOUR

Develop and promote the *Autostradafacendo* campaign through:

- continuous collaboration with the traffic police
- the editorial development of the website [www.autostradafacendo.it](http://www.autostradafacendo.it) and newsletter, and the circulation of campaign messages on the reverse of toll tickets
- the spread of campaign messages via specific communications formats for radio, television and new media
- a school educational campaign aimed at raising awareness among children and young people on road safety issues and the human role in road safety
- the *Autostradafacendo* calendar and the publication of an illustrated book containing the main campaign cartoons

##### EFFICIENT MANAGEMENT OF MOTORWAY INFRASTRUCTURE

- Achieve ISO 39001 certification (Road Safety Management System) for all Group licensee companies
- Programme ongoing training (operating procedures and simulations) for specialized technical personnel to ensure timely and coordinated action during operations and in case of emergency
- Plan and monitor maintenance for motorway and civil engineering infrastructure, including through the use of management systems for the functional analysis of priority operations to be performed
- Invest over €400 million in road safety to install, among other things, more than 150 km of new safety barriers and to bring tunnel safety in line with current regulations

##### CONTRIBUTE TO THE PUBLIC DEBATE ON INFRASTRUCTURE DEVELOPMENT POLICIES

- Participate in working groups on road safety and collaborate with national and international bodies (e.g. the Ministry of Infrastructures and Transport, European ITS Platform and World Road Association)



# Policies described in terms of objectives and actions

## CREATE SUSTAINABLE VALUE FOR ALL STAKEHOLDERS OVER THE MEDIUM-LONG TERM

### OBJECTIVES

### ACTIONS

#### DIALOGUE WITH MOTORWAY USERS

- Extend a system to measure motorway user satisfaction to all Group licensee companies, including through the launch of a collaboration with consumer associations to improve the customer experience

#### PROMOTE THE USE OF INNOVATIVE RAW MATERIALS WITH A REDUCED ENVIRONMENTAL IMPACT

- Promote the re-use of materials (e.g. reused bitumen, filling earth, etc.) for maintaining and upgrading motorway infrastructure, in line with a circular economy

## ENSURE COMPLIANCE WITH ENVIRONMENTAL REGULATIONS AND PROMOTE ENERGY EFFICIENCY POLICIES

#### MINIMISE ENVIRONMENTAL AND SOCIAL IMPACT

- Continue the noise rehabilitation plans for motorway infrastructure by constructing at least another 30 km of noise barriers for an investment of about €50 million
- Improve lighting efficiency on motorways by replacing traditional light sources with LED technology, with over 20,000 tunnel-lighting units replaced and an estimated energy saving of around 15 GWh (a reduction of about 5,000 tonnes of CO<sub>2</sub> emissions)

## MOTORWAY CONCESSION CONTRACT



# Policies described in terms of objectives and actions

## CONSTRUCTION AND ENGINEERING

### CREATE SUSTAINABLE VALUE FOR ALL STAKEHOLDERS OVER THE MEDIUM-LONG TERM

#### OBJECTIVES

#### ACTIONS

##### DEVELOP COMMUNICATION ON THE SUSTAINABILITY OF THE ITINERA GROUP

- Prepare a specific Sustainability Report for the Itinera Group

##### PROTECT AND RESPECT HUMAN RIGHTS

- Guarantee the respect for and protection of human rights and the rights of workers, and the protection of minors as per the SA8000 standard

##### PROMOTE SUSTAINABLE PROCUREMENT PRACTICES

- Continuously improve the qualification, selection and evaluation process for suppliers in Italy and abroad, including through the use of quantitative metrics

##### PROTECT THE ENVIRONMENT, REDUCE LAND-USE AND SAFEGUARD BIODIVERSITY

- Support and promote projects for environmental protection, land-use reduction and safeguarding of biodiversity



# Policies described in terms of objectives and actions

## ENSURE HEALTH AND SAFETY IN THE WORKPLACE

### OBJECTIVES

### ACTIONS

#### CONTINUOUS IMPROVEMENT OF WORKPLACE SAFETY

- Update the current quality, safety and environmental management systems as per current ISO releases, and retain all existing certifications (e.g. ISO 14001, ISO 9001 and ISO 18001)

#### SUSTAINABLE INTERNATIONALIZATION

- Adopt the operating standards applied in Italy to foreign operational bodies, including by extending management systems (e.g. ISO 14001, ISO 9001 and ISO 18001)

## ENSURE COMPLIANCE WITH ENVIRONMENTAL REGULATIONS AND PROMOTE ENERGY EFFICIENCY POLICIES

#### REDUCE ENVIRONMENTAL IMPACT

- Develop expertise for the design and construction of transport infrastructure and civil and industrial construction works with low environmental impact and a high LEED classification (Leadership in Energy and Environmental Design)
- Promote energy saving policies by using reduced environmental-impact construction vehicles (Euro 3 or Euro 4), also extending the policies adopted to subcontractors



# Policies described in terms of objectives and actions

## PROMOTE POLICIES AIMED AT IMPROVING ROAD SAFETY

### OBJECTIVES

### ACTIONS

#### SMART ROAD

- Travel info: develop an application that allows motorway users to be updated on road conditions in real time
- Electrification: realize a project to install electric car charging points in motorway service areas
- Develop innovative tolling technology solutions

## ENSURE COMPLIANCE WITH ENVIRONMENTAL REGULATIONS AND PROMOTE ENERGY EFFICIENCY POLICIES

### IMPROVE ENERGY EFFICIENCY

- Upgrade public lighting to reduce electricity consumption and light pollution and improve lighting technology performance through energy saving projects involving LED technology
- Apply the latest technologies coupled with public lighting to increase system usability through remote management and the integration of the network with user information services, CCTV and Wi-Fi (smart cities)
- Develop energy efficiency projects in ESCO (Energy Service Company) mode, reducing primary energy consumption without impacting end services
- Develop expertise for the design and construction of buildings with reduced primary energy consumption, using low environmental impact technologies, including with LEED classifications (Leadership in Energy and Environmental Design)

