

R.PIERRE DIGITAL

The history of a company, like the lives of the people who make it up, is marked by specific moments and principles that define its path and growth. The **ESG principles** that inspire us at R.Pierre Digital are not just words or abstract concepts; they guide and direct our conduct and influence our daily experience.

- We leverage **technology** as a strategic driver for growth, innovation, and continuous development, guided by a virtuous economic model in which all stakeholders benefit.
- We adopt a **tailored, high-quality project approach** aimed at creating value and building trust with all stakeholders, generating a positive impact on everyone who engages with us.
- We promote **trust** in our way of working as the foundation of strong relationships and as a prerequisite for individual responsibility, commitment, and reliability.
- We invest **in people** and the community, making decisions oriented toward the common good and respect for diversity.
- We operate according to principles of **sustainability and responsibility**, safeguarding clients, suppliers, employees, and the environment

R.Pierre Digital has always had **one FIXED POINT**: if we work well, we promote the well-being of everyone—ourselves, our collaborators, our partners, our clients, those who observe us, and the environment we live in. Only in this way do we contribute to building the common good. If we are aware of this, nothing can stop us!



OBJECTIVES

PRODUCTS & SERVICES

- Seek innovation by constantly improving the technological level used and offered.
- Develop and provide high-quality services and products with efficiency, effectiveness, and flexibility to meet the needs and expectations of all stakeholders while simultaneously achieving the necessary profit for the continuous development and improvement of the company, the human resources involved, and the social and environmental context in which we operate.

THE FAIR & SUSTAINABLE PROFIT

- Maintain a healthy company that generates profit.
- Operate for sustainable profit, ensuring revenue and margin growth while being mindful of social and environmental sustainability.
- Be sensitive to both direct and indirect environmental impacts related to the company's activities, particularly in the Circular Economy projects we implement and promote.
- Set goals for reducing pollution and resource consumption, monitoring them through specific process indicators and defining objectives and targets.

R.PIERRE PEOPLE

- Motivate people, the company's main resource, without any discrimination and with full respect for gender equality and individual identity, taking care of their well-being, fostering initiative and personal and professional growth, and requiring dedication, a sense of responsibility, and teamwork.
- Ensure continuity of employment for employees and partners.
- Promote safety and health in the workplace, reducing risks and inefficiencies through intervention plans and training, with zero tolerance for abuse and harassment.
- Guarantee pay equity by gender to reinforce the application of the principle of equal pay for men and women for the same work.
- Foster a meritocratic, inclusive work environment compatible with work-life balance, supporting parents in maternity/paternity.

R.PIERRE PARTNER

- Always keep a close eye on the market and strengthen **R.Pierre Digital's position as a point of reference**.
- Offer tailored solutions by identifying the real needs of customers and providing comprehensive responses to every requirement.
- Maintain clear and transparent communication by sharing the company's policy content with employees, suppliers, those acting on behalf of the company, the public, and stakeholders.

MANAGEMENT SYSTEM QUALITY, ENVIRONMENT, HEALTH&SAFETY, INFORMATION SECURITY GENDER EQUALITY

Leadership: The Management assumes responsibility for the effectiveness of its management system, making all necessary resources available and ensuring that the planned objectives are aligned with the context and strategic guidelines. In particular, it is committed to establishing and strengthening a system of delegation and specific responsibilities regarding quality, safety, and environmental issues.

ESG Attitude: Through Life Cycle Management solutions aimed at extending the lifespan of technological equipment, R.Pierre positions itself as a key enabler of the European Green New Deal, fostering the valorization of high-tech products, the efficient use of energy resources and raw materials, and the optimal management of WEEE, with a zero waste-to-landfill objective. The company is committed to continuously improving corporate performance by promoting employee training and raising awareness among all stakeholders on sustainability issues, while maintaining a strong adherence to the principles of social and environmental responsibility. Furthermore, R.Pierre undergoes periodic **ESG assessments** conducted by the most prestigious international platforms, including Ecovadis, Synesgy, and Open-es.

Process-based approach and objectives for the common benefit: In carrying out its economic activities, beyond the pursuit of profit, R.Pierre is also firmly committed to objectives that benefit the community, operating responsibly, sustainably, and transparently towards all stakeholders. To this end, the planning and organization of business processes are structured to ensure clear objectives, precisely define related responsibilities, and allocate resources appropriately, establishing operational procedures and control systems to ensure the organization's proper functioning.

Risk and Opportunity Assessment: R.Pierre fosters a proactive approach at all organizational levels in assessing and managing risks, taking into account the specific nature of its activities, their alignment with the corporate business framework, as well as direct and indirect environmental factors, occupational health and safety considerations, and data and information security. R.Pierre Adhere to the principles of gender equality, inclusion, and non-discrimination, in accordance with current regulations and the organization's sustainability and social responsibility objectives.

Involvement of Personnel, Stakeholders, and Performance Improvement: The consultation and participation of employees in the integrated management system are aimed at optimizing organizational workflows and fostering active engagement in environmental and occupational safety matters. R.Pierre ensures equal opportunities in all aspects of professional life, creating the best conditions for each individual to express their full potential, regardless of gender or role. Through dedicated meetings with the involved personnel, performance is analyzed, and specific actions are implemented to drive continuous improvement.

Compliance with Regulations and Legal Requirements: R.Pierre operates in strict adherence to safety, environmental, and regulatory standards. The obtained **Legality Rating ★★★** serves as an indicator of the company's commitment to high standards of legality and diligence in ensuring the proper and transparent management of its business. This commitment extends to the prevention and mitigation of corruption risks within corporate activities. Furthermore, R.Pierre guarantees full cooperation with public authorities.



The principles of the Management System are central to the commitment of Management and contribute to operational efficiency, the understanding of the needs and expectations of all stakeholders, and compliance with the applicable regulatory framework.

For this reason, R.Pierre Digital has implemented and maintains an integrated management system covering quality, information security, occupational health and safety, and environmental management, in accordance with the requirements of **UNI EN ISO 9001, ISO/IEC 27001, UNI ISO 45001, and UNI EN ISO 14001 standards**.

The Company, also certified under **UNI/PdR 125:2022**, is committed to promoting gender equality as an expression of its ethical and organizational values.

Through these certifications, R.Pierre confirms its commitment to continuous improvement and ongoing development, pursued by achieving the stated objectives through the active involvement and collaboration of all interested parties.

Company objectives are defined based on the analysis of the organizational context and on the needs and expectations of stakeholders—primarily customers, suppliers, and employees—with a focus on sustainability, responsibility, maximizing opportunities, and minimizing risks.