

United Nations Global Compact Communication on Progress 2016

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About BilanciarSI

BilanciarSI is an Italian consulting company based on a wide professional network, concerned with the themes of Legality, CSR and Sustainability.

We offer a full range of services and consider ourselves the best partner for the organization willing to build sustainable value over time.

Our company supports the management of the new social and environmental variables, which are fundamental to successfully compete in the international arena and are ever more requested by the market and the institutions.

More specifically, BilanciarSI focuses on addressing its customers with tailored solutions based on the principles of honesty, professionalism, decency; We are engaged in:

- › promoting the spreading of a Corporate Social Responsibility, legality and sustainability culture among our customers and stakeholders;
- › fostering dialogue and constructive debate among institutions, companies and civil society.

Statement by Mr. Andrea Casadei, CEO of Bilanciarsi

Bilanciarsi has been a signatory of the UNGC since 2009 and admires the progress made by its member firms in working towards the 10 principles.

Over the last years, we have continued our support for the UNGC and we will continue our support in the years to come.

As a consulting company focused on Corporate Social Responsibility and Sustainability, we understand that we play a crucial role in helping companies to understand the real value of growth and innovation, in pursuit of a more sustainable economy and, thus of a more sustainable society.

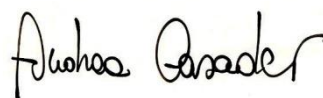
Since we support the UN Global Compact voluntary framework, which fosters businesses to align their operations and strategies with the 10 principles covering human rights, labor, the environment and anti-corruption, we present our *Communication on Progress* report below, highlighting how Bilanciarsi strives to contribute its time, skills, passions and expertise with the aim to improve the welfare of communities and society at large, in accordance with UN Global Compact principles.

In every field of activity we pursue, and in the Communication on Progress we are presenting below, we strive to be a sustainable business, resilient to change and profitable in the long term, thanks to our values-based management approach, articulated in our Code of Conduct – a document we have been sharing with our stakeholders, that presents Bilanciarsi's mission and priorities.

The Communication on Progress accounts for the company's activities relating to social responsibility, reporting on business strategies and activities in the areas of:

- human rights,
- labour standards,
- environment,
- anti-corruption.

The Communication on Progress captures our contribution as a committed signatory to the UN Global Compact and its 10 universally accepted principles underpinning an approach to corporate sustainability and consistent with Bilanciarsi's business approach of balancing financial, social and environmental considerations.



Reporting on UN Global Compact

As a UN Global Compact signatory, Bilanciarsi is required to report progress in relation to the UN Global Compact principles on an annual basis.

Over the years, we let our engagement with the Global Compact be an encouragement for our efforts to embed sustainability into our business practices through towards achieving the aspirations expressed in the Global Compact.

We believe we made progress on all Global Compact principles, further implementing these principles in our business activities.

Below are our key accomplishments:



Human rights – Principles 1-2

We made progress on our ongoing due diligence in order to avoid infringing on the rights of others. Though our supply chain is very short and we can rely on a pool of trusted suppliers, we are following the UN Guiding Principles on Business and Human Rights, doing our due diligence and continuously promoting values such as integrity, respect for people, and equal opportunity.

Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Principle 2. Businesses should make sure they are not complicit in human rights abuses.

Measurement of outcomes:

Bilanciarsi is engaged in a constant improving effort aimed at deepening stakeholder engagement in the definition and assessment of objectives related to human rights protection and stewardship.



Labour – Principles 3-6

Our renewed Code of Conduct sets and explains the standard for minimum requirements at BilanciaRSI, covering the first six principles of the UN Global Compact. We had the opportunity to share them with our relevant stakeholders and put them up for update and discussion.

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Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4. Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5. Businesses should uphold the effective abolition of child labour.

Principle 6. Businesses should eliminate discrimination in respect of employment and occupation.

Measurement of outcomes:

BilanciaRSI is engaged in a constant improving effort aimed at spreading the standards embedded in our code of conduct, thus upholding the best business practices regarding labour and employment and occupation



Environment – Principles 7-9

We implemented a Sustainability Policy that guides us in the analysis and evaluation of impacts through the value.

Such process informed our updated environment goals and allowed us in fostering environmental protection policies through stakeholder dialogue and awareness raising activities. We strive to improve the environmental impacts inside our supply chain, and have implemented a number of internal

Principle 7. Businesses should support a

precautionary approach to environmental challenges.

Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

activities aimed at counterbalancing BilanciaRSI's environmental impact.

Measurement of outcomes:

BilanciaRSI is engaged in a constant improving effort aimed at improving sustainability within the supply chain. At the same time, we are increasing the number of awareness raising activities concerning environmental protection.

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Principle 10. Businesses should work against all forms of corruption, including extortion and bribery.

Anti-corruption – Principle 10

We strengthened our robust Business Ethics training, extending to third-parties, and implemented a number of awareness raising conferences on the risks and remedies of corruption and on the importance of a legality network within the economic contest, aimed at fostering the thriving of more sustainable and long-term profitable businesses.

Measurement of outcomes:

BilanciaRSI is engaged in a constant improving effort aimed at increasing the number of awareness raising activities concerning corruption risks and legality measures to counterbalance it.