



Communication
on Progress 2016

RINA provides certification, testing, inspection and consulting services across the Energy, Marine, Certification, Transport & Infrastructure and Industry sectors through a global network of 170 offices in 65 countries.

RINA is a member of key international organizations and an important contributor to the development of new legislative standards.

This is RINA Communication on Progress in implementing the Principles of the United Nations Global Compact and supporting broader UN goals.

THE UNGC 10 PRINCIPLES

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

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

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

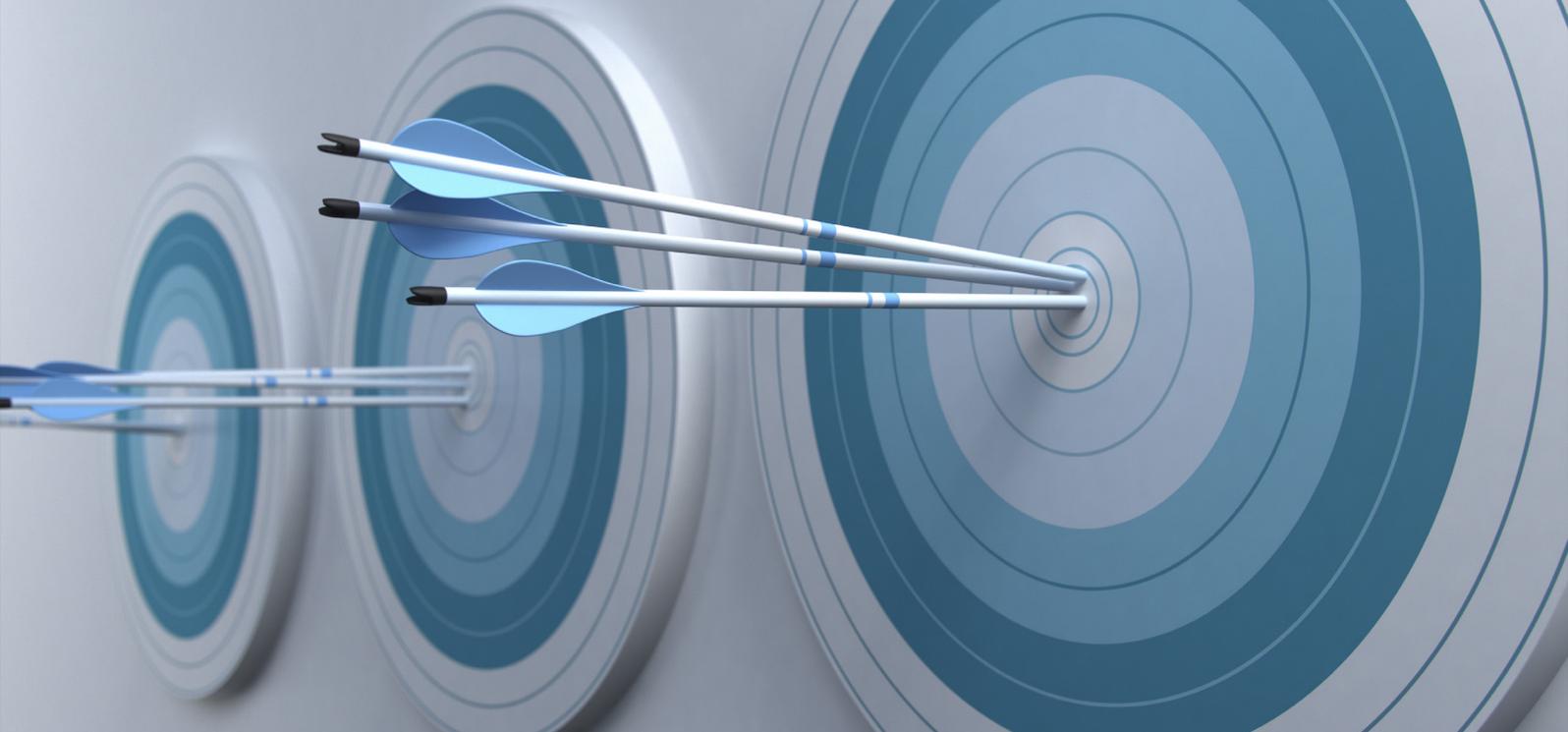
Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



THE UN SUSTAINABLE DEVELOPMENT GOALS



ABOUT THIS DOCUMENT

RINA has been a signatory of the United Nations Global Compact since 2016.

RINA is committed to supporting the ten principles of the UN Global Compact relating to Human Rights, labour standards, the environment and the fight against corruption as well as to reporting and communicating annually to its stakeholders on any progress made to implement these principles.

RINA is reporting according to the UN Global Compact “Active Level”

It reflects our self-assessment on how we have met the UN Global Compact Active Level criteria.

We consider that a criterion is met when we communicated its implementation or planned implementation of one or more of the commonly accepted best practices suggested under each criterion.

RINA is committed to communicating on an annual basis the Group’s advancements and developments towards the goals’ realization.

RINA COP is available on RINA website rina.org.

RINA welcomes questions, comments and feedback from all its stakeholders.

Please contact csr.rinagroup@rina.org.



CEO STATEMENT OF CONTINUED SUPPORT

I am pleased to confirm RINA continuous support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This Communication on Progress describes our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations.

We strive to implement initiatives in line with the latest United Nations Sustainable Development Goals.”

We are committed to share this information with our stakeholders by means of our primary channels of communication.

Yours faithfully,

Ugo Salerno
Chairman and CEO
RINA S.p.A.

Genoa, 15 December 2017



REBRANDING

RINA. Excellence Behind Excellence.

The future is always challenging and there is only one way to keep up with the changing world: transformation.

We are ready to face new challenges and to adapt to new contexts. For this reason, we decided to be an excellence behind excellence, a trustworthy and outstanding partner that works behind the scenes in order to turn ideas into success.

Excellence is not unique, but there are different ways of being excellent today. Our strongest motivation is therefore to create different excellences in different sectors, but all decisive and fundamental.

We want to make big things happen and this is why, after more than 150 years, we transformed our identity to be ready for the future. But we did not forget our past: we still believe in our experience, in our definitions and in the work of our team.

Our new logo perfectly represents our identity as it combines past and future: RINA's historical tradition of excellence leads the way to innovation and future excellence. The stylized arrow on the left represents our past, while the stylized arrow on the right represents our future, both combined to create excellence.

ETHICAL CODE

The Ethical Code expresses our highest commitment to Human Rights, Labour organization and management, Environment and fight against any form of corruption.

The main scope of the Ethical Code is to state the fundamental values and principles, which guide RINA in all its activities, known within the organization and to all external stakeholders. Its scope is also the implementation of RINA policies, strategies and procedures.

The Code of Conduct is to orient the individual behaviour to meet the same goals, confirming the image of correctness, fair business conduct and good reputation that have always been considered fundamental assets of our Company.



RINA APPROACH TO SUSTAINABILITY

RINA is growing rapidly, both organically and through external acquisitions. This increases the need to apply a sustainable strategic, structured approach in the conduct of our business, offering new services that positively contribute to the society, as well as to the environment.

With its responsible business conduct, RINA is committed to contributing to the implementation of the ten principles stated by United Nations Global Compact, joined in May 2016, respectively on human rights, labour organisation, the environment and anti-corruption. The United Nations Global Compact comes from the determination to promote a sustainable global economy.

RINA would like to promote and contribute to such efforts.

RINA joined national and international networks dealing with CSR and sustainability, namely the Association SODALITAS, the Italian partner of CSR Europe, Transparency International and its Italian Business Integrity Forum, supporting voluntary anti-corruption initiatives.

We have issued a CSR Policy which is integral part of our business development strategy. We have enhanced our approach to sustainability, formalized in four pillars: Governance, People, Planet and Innovation.

We want our stakeholders to feel confident that we do our best to manage our social, environmental and economic impacts.

RINA has adopted an integrated Enterprise Risk Management (ERM) framework, which takes into account strategic, financial, operative and compliance risks as well as environmental, social and governance (ESG) criteria, aiming at our continuous improvement.

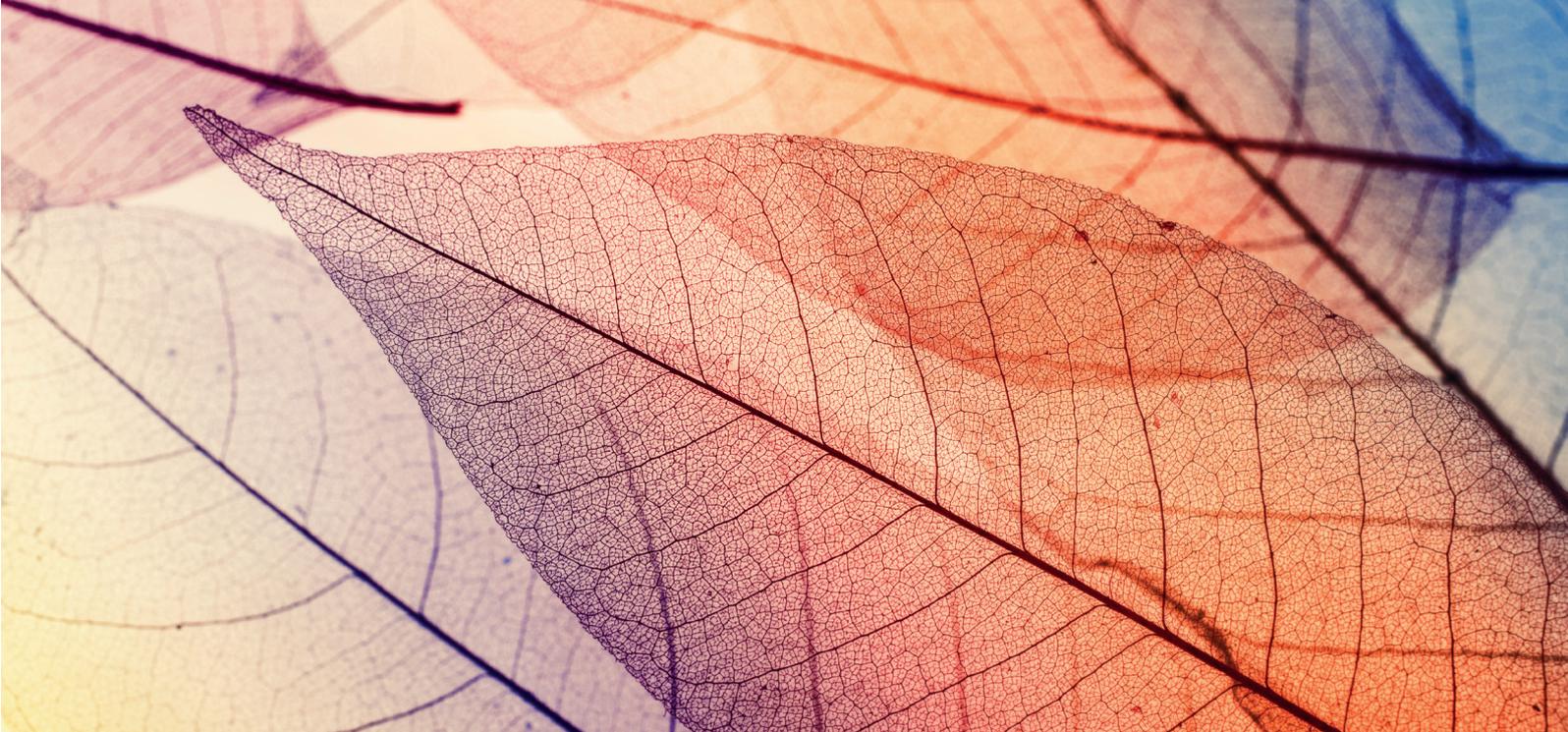
The RINA Risk and Control Committee has the primary role to assist RINA in achieving sustainable development goals in close cooperation with the Board of Directors and other internal Committees.

RINA is constantly developing tools and procedures to strengthen our business, with due considerations, for instance, for the safeguard of impartiality.

RINA is engaged in rule development processes, within technical Associations, Committees and Working Groups, at national and international level, with the purpose of sharing research, results, technical knowledge and best practices.

RINA strives for a proactive dialogue with its stakeholders to better fulfil their expectations and to create shared values.

RINA impact on society is significantly represented by a series of innovative projects.



OUR CORPORATE SOCIAL RESPONSIBILITY

The RINA Corporate Social Responsibility Policy, issued in April 2016, shows our commitment to sustainable development.

It is built around four pillars:

- Governance, by:
 - integrating sustainability in our global business activities
 - creating value in the long run
 - increasing returns for investors and shareholders
 - assuring the highest level of integrity
 - fighting against any form of fraud and corruption
 - following fair and correct business practices
 - following international best practices.
- People, by:
 - respecting human rights in our organisation and supply chain
 - respecting labour organisation principles
 - meeting health and safety regulations
 - setting a safe, participated and inclusive workplace
 - banning any discrimination in respect of employment and occupation
 - considering diversity as an opportunity and meritocracy as a must.
- Planet, by:
 - meeting environmental protection regulations
 - increasing energy efficiency
 - reducing CO2 emissions
 - minimising and mitigating any environmental impacts
 - creating value in the local communities
 - sharing social values with our stakeholders.
- Innovation, by:
 - promoting research and development in the sustainability field
 - delivering innovative solutions to our stakeholders
 - offering services that support customers' efforts towards environmental protection and sustainability.



HUMAN RIGHTS

Commitment

As foreseen in art. 2 of the Italian Constitution and in International Treaties, the respect of human rights is an essential principle. RINA promotes and defends these rights in every circumstance and repudiates all discrimination based on gender, ethnic group, language, religion, politics and social and personal conditions.

Our priorities are: valorization of diversity and respect of privacy rights, fight against modern slavery, even if it is a low risk in our supply chain, partnership with third sector and NGOs to improve our positive impact on society.

In this way, we help SDG 5 to achieve gender equality, help SDG 10 to promote general social and economic inclusion, irrespective of age, sex, disability, race, ethnicity, origin, religion, economical status and we help SDG 17 to promote effective private and civil society partnerships.



Relevant policies and procedures

RINA CSR policy
RINA Human rights policy
RINA Modern Slavery statement

Main initiatives and results

- RINA has enhanced the qualification process for its suppliers, based, among others, on social and human rights aspects.
- RINA is engaged to support projects and initiatives aimed at creating social value.

As an example, in 2016, RINA sustained a number of projects and social initiatives, such as the “SET AN EXTRA PLACE AT TABLE”: A PROJECT TO BENEFIT THE SCHOOL IN ACQUASANTA (ASCOLI PICENO, ITALY), in a region heavily affected by earthquake in 2016. Our support was for 1000 meals offered to young students in Acquasanta, an Italian village strongly damaged by the earthquake.

An other example is the RINA support to the Comunità di Sant’Egidio to renovate and furnish the new School of Peace in Genova.

- RINA is improving its human rights impact assessment, to better identify the actual and potential adverse impacts on human rights.
- RINA has an on-going process to enhance protection of personnel data and privacy.



LABOUR

Commitment

We undertake to give our people productive work and a prospect of stability and security.

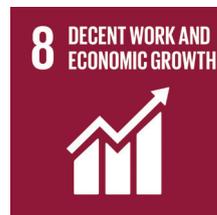
The people who work for our organization are our most important assets and have a central role to play. We respect their diversity and we foster their development and learning.

We invest in their development and professional growth, enhancing their technical skills, their ability to solve problems and to understand clients' needs, in line with the company's values. Moreover, we undertake to provide a safe and friendly working environment to our staff, paying particular attention to health and safety issues related to their activities.

We also apply risk management tools to plan safe journey for people travelling abroad to Countries potentially exposed to high risks, from security and health point of view.

Our aspiration is to be an employer of choice and to achieve zero harm in our operation.

In this way, we contribute to SDG 8 aim to ensure decent working conditions for all, including safe and secure working environments and to the SDG 3 aim to strengthen the capacity for early warning, risk reduction and management of national and global health risks.



Relevant policies and procedures

RINA Occupational Health and Safety Policy

RINA CSR Policy

RINA Travel Policy



Main initiatives and results

- RINA operative companies have adopted an Occupational Health and Safety management system. In 2016 they further extended the external certification for compliance with OHSAS 18001 standard to other companies within the Group. No major non conformities were raised both from external and internal audit. Any minor findings or opportunity for improvement were managed successfully and positively closed.
- RINA developed a new IT tool to monitor non-financial matters within the Group, including health & safety issues.
- On the occasion of the ILO World day for Health and Safety at work, RINA launched, on 28 April 2016, an awareness campaign among all its employees, with a focus on the importance of raising and analysing near misses. All employees were invited to translate the near miss concept in their own language or dialect. More than 150 colleagues were actively engaged and their contributions were used to create a poster dedicated to this theme.
- RINA has adopted a set of procedures and guidelines for managing travel risks, provided to all our business travellers and expatriates. A travel risk intelligence portal allows them to assess medical and security risks, prior to departure, and to receive alerts when travelling. Competent corporate functions provide indications on risk mitigation measures to be adopted prior and during travels to high risk countries. In the case of an emergency, a 24/7 assistance center can be contacted for getting support/consultancy on medical and security issues during their travels.



ENVIRONMENT

Commitment

Accountability for Environmental impact is one of the values forming the basis of RINA entrepreneurial philosophy. Our priorities are monitoring and reducing Energy consumption and Carbon Footprint.

We work towards helping to achieve the ambition of SDG 7 of improving efficiency in energy consumption and of SDG 13 to combat climate change and its impacts.



Relevant policies and procedures

RINA Environmental Policy
RINA CSR Policy
RINA Travel Policy

Main initiatives and results

- RINA operative companies have adopted an Environmental management system. In 2016 they further extended the external certification for compliance with ISO 14001 standard to other companies within the Group. No major non conformities were raised both from external and internal audit. Any minor findings or opportunity for improvement were managed successfully and positively closed.
- RINA developed a new tool to monitor non-financial matters within the Group, including environmental issues.



- RINA developed a procedure for estimating CO₂ equivalent emissions due to business travels, by both private and public transports. The estimated equivalent CO₂ emissions referred to around 2000 employees (65% among total employees), mainly based in Italy, is as follows:

Means of transport	estimated tons of CO ₂ equivalent
Airplane	2.862
Train	39
Rental car	269
Corporate car/private car	1.018
Total	4.188

- RINA enhanced the qualification process for its suppliers, based, among others, on environmental aspects.
- RINA adopted a Travel Policy and improved the rationalization of business travels, increasing the use of public transport and the use of video and tele conferences.
- RINA has started monitoring to evaluate the energy consumption in its offices to take proper initiatives to reduce consumption per employee, (for example, replacing traditional lamps with energy-efficient ones). The Italian offices have an estimated average consumption of Kwh/year 2.628, well below the benchmark of 3.000 Kwh/year.



ANTICORRUPTION

Commitment

RINA carries out all financial operations and transactions observing the principles of integrity and transparency. Every financial operation has to be duly authorized, verifiable, legitimate, coherent and adequate. RINA refuses corruption as an instrument to execute its business. Bribing is not allowed in any circumstance. Nobody can promise or give money or other advantages in order to obtain undue benefits for RINA or for himself/herself. Nobody can ask for money or other advantages in order to carry out undue services.

Our priority is to be recognized as a high-level company for its responsible business conduct, implementing voluntary best practices to fight against corruption.

In this way, we work towards helping to achieve the ambition of SDG 16 to reduce corruption and bribery in all their forms.



Relevant policies and procedures

RINA Model 231
RINA CSR Policy
RINA Antibribery guidelines
RINA implementation of IFIA Principles

Main initiatives and results

- RINA Board of Directors has appointed a Control Body, with the task of overseeing the functioning and the observance of the internal organizational model adopted to prevent crimes, corruption and bribery acts, committed in the interests or to Company advantage. The Internal Audit function of RINA S.p.A. has from the Control Body the mandate to perform compliance audit on the matter, planned yearly with a risk based approach. During 2016, 39 audits were carried out and relevant improvement actions followed up. RINA Control Body meets each month. RINA has other bodies dealing with integrity continuous improvement, the Corporate Compliance Board and the Risk and Control Committee, both meeting quarterly.



- RINA has joined worldwide IFIA (International Federation of Inspection Agencies) Compliance Code that aims to improve methods, standards, safety procedures and rules used by its members for the stakeholders' benefit. The five principles to which companies must adhere are: Integrity, Conflicts of interest, Confidentiality, Anti-corruption, Fair competition. RINA has appointed PWC to perform third party compliance audits were successfully completed, thus confirming RINA eligibility to IFIA membership.
- RINA started a dialogue with "Transparency International Italia - Business Integrity Forum", an institution gathering major private firms in Italy, to support voluntary anti-corruption initiatives.



- RINA has set dedicated dissemination channels to facilitate the flow of information regarding possible episodes of misconduct noticed by employees. Each channel ensures that the reporter be protected from any form of reprisal, discrimination or penalization. In any event, the identity of the reporter is impaired, without prejudice to the legal obligations and the protection of the rights of the company or the rights of the individuals accused wrongly or in bad faith. All the reports are directly analyzed by the Internal Audit Responsible, who is in charge of implementing any necessary measure.
- RINA started developing a new Whistleblowing Platform to enhance the channel of communication available to report alleged violations, referring to RINA Ethical Code, to the Organizational Model pursuant to Legislative Decree 231/2001, to internal Policies and Procedures, current laws and regulations, good business practices. It has been released in 2017 and is accessible from the RINA website.
- All employees have been provided with training-material, (mainly on-line courses), on anti-bribery.
- RINA enhanced the qualification process for its suppliers, based, among others, on integrity and anti-corruption aspects.



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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