



United Nations Global Compact
COP - Communication on Progress

October 2021

Letter from Our Leader

***TECNO** is working in respect of future generations through new forms of development that go beyond social, cultural and religious conditions: the future depends on a new type of economic development, a sustainable development.*

Our commitment to the 10 principles of the UNGC, which we signed in 2020, and the organization's efforts to advance corporate citizenship and sustainability are well-aligned with our corporate vision.

***TECNO** has joined the Global Compact and intends to continue to support it because we firmly believe that our business strategies must always be based on respect for the ten principles promoted by the UN initiative.*

*Keeping this in mind, we are working closely with our stakeholders to continue our journey towards more sustainable operations and to improve our environmental footprint. **TECNO** also remains committed to the UNGC principles that address human rights, labor and anti-corruption issues.*

*On the following pages, you can read more about **TECNO's** activities and achievements in all areas related to the 10 principles of the UNGC. We are committed to extending our corporate citizenship efforts, moving forward to ensure our contribution to bring positive change to communities all around the world.*

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Contact: Salvatore Amitrano

Telephone: +39 0812400031

e-mail : s.amitrano@tecnocapital.com

Giovanni Lombardi
Presidente **TECNO**



Summary

TECNO believes that strong policies for these principles are vital for the future; this is highlighted and substantiated in the several initiatives, pursued by Tecno outside the business logic. A constant commitment that since 2020 has made possible to support interventions, works and initiatives in the social, art and culture fields in general.

TECNO wins, during 2021, the international Best Managed Companies award for the fourth consecutive year. It is thus one of the Italian companies that have distinguished themselves for *strategy, skills and innovation, corporate social responsibility, commitment and corporate culture, governance and performance measurement and internationalization* (which were the six pillars evaluated in 2021).

TECNO was selected, during 2019, by European Business Awards as an Italian One to Watch Company. The One to Watch award celebrates companies that can boast a strategic role of excellence and innovation in their sector.

The Company has demonstrated outstanding results in one of the 18 categories of the European Business Awards and reflects the core values of the innovation, success and ethics program.

During 2018, thanks to the agreement between Borsa Italiana and the Advisory Board of the Museum and Real Bosco di Capodimonte chaired by Giovanni Lombardi, with the "Revelations" project **TECNO** receives, together with eight other donor companies of the ELITE project, the Mecenati del XXI century prize for having financed the restoration of a masterpiece from the Neapolitan museum which will be returned to the community.

Human Rights Principles

“At **TECNO** we believe that being able to provide for one's family is a basic human right. We help address this, by educating people of the Company, building skills that enable them to participate and to contribute both to the economy and society”

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.

TECNO is highly supportive to the Universal Declaration of Human Rights and ensures that all their employees abide by the same principles. The CCompany runs its business in an ethical manner/ethically; Tecno seeks to support, respect and sensitize different stakeholders for the fulfillment of human rights. Thus, **TECNO** does not collaborate with clients who disrespect these principles and the Company ensures that all projects are developed in countries which respect these principles.

Impact on SDGs:



Implementation

Health and Safety

TECNO guarantees and continually improves a safe and healthy workplace, taking all the necessary measures to evaluate the risks and prevent accidents and damages to workers' health.

The Company has applied the measures provided by the shared regulatory protocol of measures to fight and prevent the spread of the Covid-19 virus in the workplace.

During the years, a training plan was set up with hours specifically dedicated to safety training. Every employee attended the planned courses and passed the final test. Moreover, in order to become aware of Company's risks, safety training is extended to employees of external companies operating on the Company's site..

GRI indicators relevant to G.C. - GRI 2016 403-5

Working time

TECNO applies a working schedule that fully respects the rules established by the National Collective Contract. The overtime work required is carried out voluntarily and reimbursed as provided for in the contract applied. Workweek is from Monday to Friday and includes smart working policies, not only to prevent the pandemic crisis.

TECNO defined a method of being able to continue to carry out the work performance, as a preference and even at times as compulsory, as a remote service which has proved to be a solution (perhaps the only one possible) to reconcile the limitations due to the lockdown of travel and workplaces with the need to ensure business continuity.

GRI indicators relevant to the G.C. - GRI 2016 412-3

Remuneration

TECNO recognizes its employees a salary in line with the collective bargaining applied. Wages are regularly paid on set dates.

GRI indicators relevant to G.C. – GRI 2016 412-3

Suppliers control

TECNO has a procedure for selecting and evaluating suppliers that, with the implementation of the Social Responsibility management system, has been adapted to the requirements of the SA 8000 standard.

GRI indicators relevant for the G.C. – GRI 2016 102-9, 414-1, 308-1

Disciplinary procedures

TECNO prohibits the use of corporal punishment, mental coercion, or physical, or verbal abuse. The management of disciplinary measures complies with the provisions set by the CCNL. During 2021, the disciplinary measures are equal to 0 (zero).

GRI indicators relevant to the G.C. GRI 2016 406-1

Labor Standards Principles

"One of **TECNO's** core values is Respect for the Individual. Thus, we have a clear commitment to create the widest possible view thanks to diversity. Our workforce includes different from countries, cultures, and generations and representing a broad range of educational experiences and backgrounds."

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 labor;

Principle 5

the effective abolition of child labor; and

Principle 6

the elimination of discrimination in respect of employment and occupation.

All employees have a regular contract of employment, which clearly states their terms and conditions including pay rates overtime pay arrangements and health insurance. The staff is also aware of deontological rules which include information on standard terms and conditions of employment, company benefits, company rules, grievance and disciplinary procedures. Furthermore, **TECNO** provides different training programs to its employees with the aim to grant them more skills and knowledge, enriching their professional and personal experience. **TECNO** also fights against social exclusion and discrimination. All recruitment and selection processes are performed promoting equal opportunities for all.

Impact on SDGs:



Implementation

Freedom of association and bargaining

TECNO respects the right of all workers to join trade union organizations and to participate in collective bargaining.

Discrimination

TECNO does not discriminate in recruitment, retribution, access to training, promotion, dismissal or retirement, based on race, class, national origin, religion, disability, sex, union membership, political affiliation, age.

The job description describing the prerequisites to be satisfied at the time of recruitment includes only requirements that are relevant to the skills, experience and education of the individual. We currently use a dedicated platform (<https://talents.tecnosrl.it/>) to perform the recruitment inside the group.

TECNO is strongly committed to respecting gender equality; women represent the 43% of the workforce.

GRI indicators relevant for the G.C. – GRI 2016 407-1, 405-1 405-2

Forced labor

TECNO has always aimed to enhance the territory in which it operates, to create development opportunities, and to overcome cultural and environmental difficulties. The Company develops and supports vocational guidance and training activities, not only at the local level, but also financing internships for students of the European Community, facilitating and promoting the exchange of knowledge and skills. The work done in the Company, ordinary and extraordinary, is absolutely voluntary and free from forms of coercion. Our personnel manager together with our administrative secretariat are available to provide information about employment contracts and the related conditions.

Relevant GRI indicators for G.C.: GRI 2016 409-1

Child labor

TECNO does not employ and does not allow people under the age of 18 to work unless they have completed compulsory education.

The Company systematically promotes the fight against child labor in its supply chain

GRI indicators relevant to G.C. - GRI 2016 408-1 (ILO Convention 138)

Environment Principles

*“**TECNO** is committed to enhance its environmental initiatives, striving to take the necessary steps to ensure sustainable progress, embedding environmental stewardship throughout all our services, and developing and supporting innovations that help make our world more sustainable.”*

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

Protection of the environment is becoming critical in these years. Aware of this situation, **TECNO** has recognized that it has the duty to care for the environment in its daily operations, with waste and paper reduction, , sustainable/local procurement, energy reduction etc. Therefore, **TECNO** is pursuing their values on the environment cares and issues, which are: tackling climate change by accelerating the transition to a sustainable, low carbon economy and putting sustainable development at the heart of the business strategy. To accomplish that, **TECNO** uses an online software platform which implements a remote control system which permits that all technological devices are energetically monitored to reduce energy consumption.

Impact on SDGs:



Implementation

Environmental responsibility

The respect for the environment represents a fundamental pillar for **TECNO** in the development of new services and the management of production facilities. Innovation, technology and organization are the basis of the development; everyone at **TECNO** is aware that its choices affect the transformations of the ecosystem and society. The R&D management continues its research activities to reduce, inside customer plants, the environmental impact of production processes, reviewing and improving the processing cycles with high energy use and limiting the KPI energy-based.

It can be said that environmental sustainability is Tecno's core business, providing products and services aimed at increasing the efficiency levels of our clients., Through the use of innovative technological solutions, our products contribute to improve the efficiency of processes and the reduction of consumption, starting with energy, with evident impacts on environmental sustainability.

GRI indicators relevant to G.C. – GRI 2016, 102-2, 302-3

Anticorruption Principle

“TECNO has a publicly stated policy of zero tolerance for corruption. This policy supports our commitment to fight against corruption in all its forms, including bribery and extortion.”

Principle 10

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

TECNO takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in every negotiation and dealing, regardless of wherever and whoever we operate with. We are also committed to implementing and enforcing effective systems to counter bribery. In this Company any corruption situation detected that involves employee, business partners or suppliers, must be investigated and may lead to contract termination.

Impact on SDGs:



Implementation

Business Principles

TECNO adopts principles of legitimacy, fairness, transparency, diligence and impartiality in the conduct of its business, and requires its employees and collaborators to abide by these principles. We updated the code of ethics that summarizes the principles and values to which each employee and collaborator must comply with when carrying out activities on behalf and in the name of the Company, in particular, it is required to those involved in purchases to sign an ethical commitment.

GRI indicators relevant to G.C. – GRI 2016 205-1 (OECD anti-corruption convention).