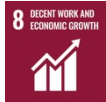


COMMUNICATION ON PROGRESS - 2021

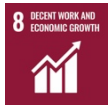
HUMAN RIGHTS



- #1 Businesses should support and respect the protection of internationally proclaimed human rights;
- #2 Businesses should make sure that they are not complicit in human rights abuses.

Objectives & Commitment	Actions Taken		Monitoring
	2020	2021	
Green Media Lab strongly believes it is important to respect and protect all human rights. Therefore it commits to supporting the Universal Declaration of Human Rights (UDHR).	Green Media Lab installed a box where all workers can anonymously submit thoughts, considerations, complaints or suggestions.	17 anonymous letters were received in 2021, and HR reviewed all of them.	All the letters submitted in the box are reviewed by the Human Resources Manager and by the CEO on a monthly basis. Letters are then shared openly during the monthly company meeting to foster open discussion and to find solutions.

LABOUR



- #3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- #4 Businesses should uphold the elimination of all forms of forced and compulsory labor;
- #5 Businesses should uphold the effective abolition of child labor;
- #6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Objectives & Commitment	Actions Taken		Monitoring
	2020	2021*	
<p>Green Media Lab:</p> <ul style="list-style-type: none"> - commits to follow the conventions set forth by the International Labor Organization (ILO); - developed the Workers Handbook reporting all the rules regarding workers duties and rights and the policies the firm follows to ensure decent working conditions to all its workers; - commits to carry out an extensive analysis, regarding social impact, of its supply chain to understand the level of commitment of its suppliers and to identify areas of improvement; - commits carry out an extensive D&I analysis following international initiatives/benchmark. 	<p>Green Media Lab:</p> <ul style="list-style-type: none"> - grants all its employees the right to protest (e.g. Friday for Future); - does its best to ensure a safe working environment and the professional development of its employees. 	<p>Green Media Lab:</p> <ul style="list-style-type: none"> - developed a self-assessment questionnaire that will be used to analyze the performance of the suppliers along the value chain; - keeps track of discriminatory complaints. In 2021 no discriminatory events have been reported to the HR. <p>*The talent selection and acquisition follows the standards defined by the national law.</p>	<p>The HR Manager regularly monitors the work environment and the company structure (e.g. % female in management) to eliminate any possible discrimination occurring in the workplace.</p>

ENVIRONMENT



- #7 Businesses should support a precautionary approach to environmental challenges;
- #8 Businesses should undertake initiatives to promote greater environmental responsibility;
- #9 Businesses should encourage the development and diffusion of environmentally friendly technologies.

Objectives & Commitment	Actions Taken		Monitoring
	2020	2021	
<p>Green Media Lab:</p> <ul style="list-style-type: none"> - commits to preventing any environmental harm caused by its business-related activities (as explained by the “polluter-pays principle”) and it pledges to promote the protection of biodiversity and our planet; - commits to completely switch to renewable energy supply in the following years; - commits to carry out an extensive analysis, regarding environmental impact, of its supply chain to understand the level of commitment of its suppliers and to identify areas of improvement; 	<p>Green Media Lab:</p> <ul style="list-style-type: none"> - stated in its company charter its commitment to prevent any damage to the environment and to protect nature making it a legally binding commitment; - joined the NetZero 2030 movement, committing to achieve company's carbon neutrality by 2030; - chose renewable energy for its energy supply (50% of the total of the energy bill). It commits to move to 100% of green energy supply in the following year; - prefers second-hand materials when building or buying office furniture (e.g. old trash bins have been reused for plant vases); - installed in 2020 the Fabbrica dell’Aria, a system that takes advantage of the natural abilities of plants to filter the air, eliminating up to 98% of the VOC; - prefers recycled or biodegradable products for daily use (e.g. tissues, coffee cups etc); - has started energy efficiency measures: 100% LED lighting, energy efficient electrical appliances; - installed a water dispenser through Wami supporting in this way the 	<p>Green Media Lab:</p> <ul style="list-style-type: none"> - completed a “circular economy report” carried out by Enel X, assessing the energy efficiency of the company’s office as well as the overall circularity of the business. The score obtained was 62.2% for the corporate circularity and 18.6% for energy circularity; - prefers second-hand materials when building or buying office furniture (e.g. old trash bins have been reused for plant vases); - prefers recycled or biodegradable products for daily use (e.g. tissues, coffee cups etc); - developed the first edition of the Emoving Days, a two-day event dedicated to micro and electric mobility. The entire event was made carbon neutral; - developed a self-assessment questionnaire that will be used to analyze the performance of the suppliers along the value chain. 	<p>The environmental performance of the company is reviewed at least annually by the CEO.</p>

	<p>construction of water wells in developing countries;</p> <ul style="list-style-type: none">- developed a series of lectures for the Universities in Milan regarding environmental crises and social problems. It also developed 5 free webinars on sustainable business practices hosting partners and experts of each sector.		
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ANTI CORRUPTION



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

Objectives & Commitment	Actions Taken		Monitoring
	2020	2021	
Green Media Lab commits to doing business in a responsible way following the principle of transparency. Therefore it pledges to prevent and eradicate all forms of corruption and tangents that arise or may arise within its business activities.	Green Media Lab: - developed a whistleblowing policy defining the procedure all stakeholders can follow in order to file a corruption charge; - installed a box where all workers can anonymously report any wrongdoing, they witnessed within business activities.	Following an internal consultation Green Media Lab decided to integrate the whistleblowing policy in the Code of Conduct, as this better fits with the company structure. There were no illicit behavior complaints in 2021.	The team in charge of ensuring that all rules stated in the Workers Handbook, regularly monitors all the feedback received through the processes.