

**COMMUNICATION
ON ENGAGEMENT**

January 18th 2023

Milan, January 18th 2023

To our stakeholders:

I am pleased to confirm that Sodalitas Foundation reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we briefly describe programmes and initiatives that our organization has developed to support the UN Global Compact and its Principles in 2021 and 2022, as suggested for an organization like ours.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Alessandro Beda

Chief Executive Officer

FONDAZIONE SODALITAS



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Fondazione Sodalitas is the leading organisation in Italy for Corporate Sustainability. It was founded in 1995 by Assolombarda, the largest employer association in Italy, and by a first group of 10 companies.

Nowadays Fondazione Sodalitas is joined by 95 member companies, who are leader in most relevant market sectors, and represent an overall economic value equivalent to 40% of Italian Gross National Product.

Fondazione Sodalitas is the Italian Partner of CSR Europe, the network established by European Commission and aimed at achieving EU Agenda on Corporate Sustainability.

Fondazione Sodalitas is co-founder of Global Compact Italian Network and is member of its Board of Directors.

Fondazione Sodalitas' commitment is focused on engaging most advanced companies and key private and public stakeholders in the development of 3 main challenges fully aligned with UN Global Compact and with UN Sustainable Development Goals:

Youth and Employability

Fostering young people employability by developing Business-School partnership.

Diversity & Inclusion

Strengthen a Diversity and Inclusion-oriented corporate culture, promote Equal Opportunity in the workplace.

Social inclusion

Fostering social cohesion and reducing inequalities by promoting Business-Nonprofit partnerships. Promoting development and growth in communities and territories through sustainability, by encouraging Business' commitment.

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1. MULTISTAKEHOLDER CAMPAIGNS AND PROGRAMS

Sodalitas Foundation worked by developing campaigns geared toward the goal of promoting sustainable business leadership, and a set of multistakeholder programs referring to the three areas characterizing the Value proposition.

1.1 Campaigns for sustainable leadership

Sodalitas Call for Future is the campaign launched with the aim of making institutions, people, and especially young people aware of the strategic role of businesses in the country's sustainable development.

252 business actions participated in the campaign, which thus gathered a panel of initiatives effective in generating positive change with respect to four challenges: Call for Planet (environment and climate change), Call for People (social inclusion and quality of life), Call for Work (work and employability), Call for Better (sustainable lifestyles).

All participating business actions were published on the digital platform sodalitascallforfuture.it, received the label certifying their participation in the campaign, and featured in the "Together for Future" competition involving 2,800 high school students.

eSG LAB is the initiative of SDA Bocconi and Sodalitas Foundation carried out in collaboration with Enel Foundation and Falck Renewables.

The LAB was set up with the aim of supporting the development of SMEs and value chains through the full integration of ESG issues in decision-making and

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governance processes.

The first results of eSG LAB was a qualitative survey conducted by interviewing individually 33 business leaders of Sodalitas Foundation member companies, to understand their strategic vision with respect to sustainability issues and to gather their perspective regarding SMEs and their transition to more sustainable models; and a quantitative research on more than 400 Enel supplier companies, which returned the strategic viewpoint and management approach with which they look at ESG issues, and the perception of benefits, opportunities, obstacles and barriers related to their integration.

The two researches provided useful evidence to continue with the fine-tuning of the model for the integration of ESG issues that the Lab aims to implement.

1.2 Multistakeholder programs

Youth and Employability.

Helping school and college teachers and students develop skills that foster employability and active citizenship.

6,200 students throughout Italy were trained by **Giovani&Impresa**, the Sodalitas Foundation program that accompanies high school and university students in the critical transition from school to the world of work.

A result achieved thanks to 280 volunteer managers from Fondazione Sodalitas and 15 partner organizations in the territories, which operate according to ministerial directives on Pathways for Transversal Skills and Orientation (PCTO).

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The training offer was significantly updated, introducing insights on business culture and transversal skills development, and was delivered remotely in view of the pandemic emergency.

The eighth edition of **Deploy Your Talents**, the European program developed in Italy by Sodalitas Foundation to revitalize the studies of STEM (Science, Technology, Engineering & Mathematics) disciplines and overcome the gender stereotypes that characterize them by building partnerships between schools and businesses, was concluded.

300 male and female students were reached, thanks to partnerships involving 15 member companies and 8 educational institutions.

Partnerships between the education system and the business world are at the heart of **We4Youth**, which focused on the development of new models of school-business partnerships, with the proposal of project work aimed at soft skills and job orientation and on training teachers and business tutors in the effective management of the relationship with young people.

The first 3 project work models involving 110 students were defined and tested. 8 new school-business partnerships were designed.

The period also saw the completion of the first round of training meetings aimed at teachers and business mentors, which involved 76 participants including 41 teachers and 35 business mentors.

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Diversity & Inclusion

Promoting inclusion by enhancing the human capital and life-long employability of all people.

The **Charter for Equal Opportunity and Equality at Work**, signed by 800 companies and public and private organizations, saw the consolidation of relations with national public institutions thanks to the collaboration with the National Council of Equality for the dissemination of the Charter at the territorial level.

At the national level, a series of webinars on issues related to Diversity&Inclusion (D&I) was held in close collaboration with expert partners, as well as a press conference to present the Charter in the Brescia area.

At the international level, 2021 and 2022 saw the participation and promotion among subscribing companies of the European Diversity Month organized by the EU Platform of Diversity Charters, of which Fondazione Sodalitas is a member for Italy.

Finally, more than 100 companies and organizations that signed the Charter completed the Sodalitas D&I self-assessment, which allows them to conduct a self-assessment of their own D&I performance.

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Instead, it looks at the impact of technological transformations on employability **Upskill 4 Future**, the pilot project implemented in 4 European countries-France, Italy, Poland, Spain.

The project focused on drafting Action Plans for the upskill of vulnerable workers within the 10 participating companies, which were also involved through a cycle of 4 online meetings to compare their respective experiences. At the international level, two webinars were held for in-depth discussion and exchange of best practices, which were attended by participating companies in the different countries involved in the project and the European Commission's contact persons.

Social inclusion

Connecting stakeholders to create networks and partnership opportunities to generate benefits for the community in need

17 1-to-1 partnerships with member companies managed in 2021 and 2022 to set up and develop corporate **Employee Volunteering programs**.

A topic also addressed by the research conducted on 2,831 employees of 17 member companies to delve into their attitudes and motivations toward employee volunteering.

An update of the "**Miniguide on Virtual Corporate Volunteering**" was also carried out together with 6 member companies and 7 Third Sector entities.

The period saw the second edition of **Social Master Class**, the free social entrepreneurship training course aimed at third sector entities, held by volunteer

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managers with the direct involvement of 6 member companies.

8 webinars addressed 800 participants from 200 nonprofit organizations.

The effort to promote **partnerships between businesses and nongovernmental organizations** in developing countries continued, including through a path that involved the member companies of Confindustria Bergamo and the NGOs associated with CoLomba, the association of International Cooperation and Solidarity Organizations of Lombardy, making it possible to develop a database of business opportunities proposed by NGOs and businesses.

Managerial support to the Third Sector continued with pro bono interventions that respond to the needs of the individual organization, shared and addressed through specific intervention plans ("**Managerial Development Work Sites**"). 21 worksites developed to benefit as many organizations. The experience gained by the Foundation is collected in the "Management of Change Notebook," produced to support the evolution that is leading Third Sector Entities to increasingly measure themselves against complex challenges that require a cultural leap from a short-term to a medium- to long-term vision.

Another frontier topic on which the Foundation has built distinctive expertise over the years is **Social Finance**.

The Foundation, in addition to supporting 50 Third Sector entities in accessing credit and financing, continued its activities as a scientific partner in "Cantieri

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Viceversa," promoted by the National Forum of the Third Sector and the Forum for Sustainable Finance. The initiative saw the participation of representatives from both the diverse world of the Third Sector and numerous financial operators, emphasizing the aspect of the applicability of specific financial products and that of the scalability of some virtuous projects.

CRESCO Award Sustainable Cities, promoted by Fondazione Sodalitas with the collaboration of ANCI (National Association of Italian Municipalities), looks at partnerships between businesses and municipalities for the sustainable development of territories.

A total of 90 entities (Municipalities, Metropolitan Cities, Mountain Communities, Unions of Municipalities) belonging to 18 regions participated in the sixth edition of CRESCO.

The 104 nominated projects covered all SDGs, focusing on issues such as sustainable mobility, energy saving, recycling, circular economy, redevelopment and territorial resilience.

The 708 projects nominated in all CRESCO Award editions consolidate a wealth of experiences that can be consulted through a dedicated digital platform.

The research "**Social responsibility for suburban regeneration. Companies and field experiences**," was conducted by Assolombarda, Fondazione Cariplo (the largest banking foundation in Italy) and Sodalitas Foundation on a sample of 126 companies.

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The research evidence provided knowledge and stimuli to develop operational projects such as 'Connected to Grow,' the project to address educational poverty promoted by Sodalitas Foundation with Assolombarda, Fondazione Cariplo, Fondazione di Comunità Milano and Social Techno.

Finally, Sodalitas Foundation continued to develop its partnership with the City of Milan in Cities4CSR, the European Union program dedicated to strengthening synergies between local governments and economic actors for conscious and sustainable urban regeneration.

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