

Sustainability Report 2022

“

*The world as we have created it is a process
of our thinking.
It cannot be changed without changing our
thinking.*

Albert Einstein

”





LETTER TO STAKEHOLDER

When we founded SHELTER in 2010, we committed ourselves to being a socially responsible and sustainable Company that meets the challenges of the market and the expectations of its stakeholders. With this first Sustainability Report we are pleased to describe and share our efforts to create a positive impact on society and the environment through our consulting activities ranging from Permitting to Compliance, from Legal to Sustainability Advisory and to Environmental Monitoring. Our ESG (Environment, Social, Governance) performance has allowed us to create a close partnership with our stakeholders, a relationship that has rewarded us over the years and enabled us to create a professional, agile and proactive multidisciplinary team and a steadily growing financial performance that in 2022 closed at over 3.4 million euros in turnover. For us, being a Partner also means supporting our Clients on the ground, which is why, after the head office in Milan, we opened two offices in Brindisi and Sassari. We have adopted a sustainability policy that has allowed us to reduce our electricity consumption by 55% compared to the 2017 baseline; from 2019 our Milan office is plastic free. Our history has taught us that sustainability is synonymous with competitiveness and with this in mind we expanded our services in 2022 by establishing the Sustainability Advisory service to support our Clients in generating stable and lasting value.

In our business environment, we have developed a culture that combines organisation with flexibility. Our commitment to the Environment, Health and Safety is confirmed by the adoption of Management Systems implemented according to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The Quality Management System has been certified in accordance with UNI EN ISO 9001 since 2015 and has helped us set goals to diversify our Clients and services.

Although our workforce has grown, we have never stopped taking individual needs into account. Some tangible demonstrations of this focus include the adoption of long-term contractual instruments (with 80% of staff on permanent contracts) the implementation of a multi-year training plan and the promotion of an environment open to discussion. In addition, we recognise the importance of sustainable mobility and offer our employees the annual public transport season ticket as a Company benefit, contributing with this choice to the reduction of CO2 emissions related to home-work journeys. At SHELTER, each individual feels involved and an integral part of our team and this has a positive impact on overall cohesion and efficiency, as well as fostering constant motivation and commitment.

In our first thirteen years in business, we have always looked around and committed ourselves to trying to contribute to the wellbeing of the community by supporting worthy initiatives in line with our philosophy of social responsibility and in the knowledge that helping the environment means helping the people who live in it. We understand that sustainability is an ongoing journey and we are committed to constantly improving our practices to help create a more fairer and sustainable world for all.



MARCO SCABBIA
Partner – Managing Director



STEFANO LODI
Partner – Director



SERGIO MEOLA
Partner – Director





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METHODOLOGICAL NOTE

The publication of this Sustainability Report constitutes the first disclosure made, on a voluntary basis, by SHELTER Srl (hereinafter referred to as 'SHELTER', 'Organisation' or 'Company') regarding the value generated by its activities in order to best represent the environmental and social performance related to our activities, as well as those related to governance - which also includes economic-financial performance - SHELTER has decided to adopt as its methodological approach the International Standards elaborated by the Global Reporting Initiative (GRI). The version used is the one published in 2021 that is operative for disclosures from January 2023 and according to the "with reference to" option. Our reporting process is based on the following methodology:



- PHASE1 Identification of material themes: we identified material themes for our organisation through an analysis of industry benchmarks, best practices and a process of assessing their relevance with internal and external stakeholders;
- PHASE2 ESG data collection: we collected data on all areas relevant to our material themes;
- PHASE3 Identification of possible improvement actions in the relevant monitoring systems;

- PHASE4 Analysis of ESG data: we analysed the data collected to assess our organisation's performance in relation to our material issues and sustainability objectives;
- PHASE5 Preparation of the report: the document was prepared in order to ensure clear and usable information on our performance and to provide a basis for comparison in order to identify areas where we can further improve the value we generate.

This sustainability report was totally developed by the professionals that are used to deliver this type of disclosure via SHELTER's 'Sustainability Advisory' service.

The quality and accuracy of the information contained in the report has been ensured via SHELTER independent internal auditors' team.

Reporting boundary

The reporting boundary relates to the activities carried out at the SHELTER sites, located in Milan (headquarters), Brindisi and Sassari (operating sites); for the latter, since it has only recently been opened, the quantitative elements relating to energy and material consumption are not yet relevant.

Reporting period

This Report refers to the fiscal year 2022, thus covering the period 1 January 2022 - 31 December 2022. In addition, where deemed appropriate, this data has been compared with information over a longer time period to give Stakeholders an account of how our performance has evolved over time.





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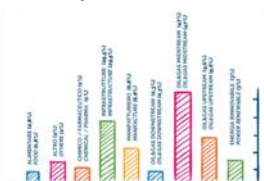
ESG Highlights



Scoring sostenibilità
73/100



Revenue per service



Revenue per sector

	2018	2019	2020	2021	2022
FATTURATO REVENUE	2.629	3.040	3.370	3.50	3.416
N° DIPENDENTI N° EMPLOYEES	17	18	17	16	18
Abilità	367	618	736	233	292

General data overview

SHELTER's material topic	HEALTH AND SAFETY	COMPLIANCE AND ETHICAL BUSINESS CONDUCT	ENERGY EFFICIENCY	EMPLOYEE TRAINING, DEVELOPMENT AND WELL-BEING	CUSTOMER LOYALTY, BUSINESS CONTINUITY AND SERVICES DIVERSIFICATION	TALENT ATTRACTION	EQUAL OPPORTUNITY AND DIVERSITY	ESG GOVERNANCE	CLIMATE CHANGE FIGHTING
SGDs	3 GOOD HEALTH AND WELL-BEING	16 PROMOTE SUSTAINABLE DEVELOPMENT	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION	16 QUAL LEADERS AND EMPLOYEES, 17 PARTNERSHIPS FOR THE GOALS	4 QUALITY EDUCATION, 16 QUAL LEADERS AND EMPLOYEES	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH, 16 QUAL LEADERS AND EMPLOYEES	13 CLIMATE ACTION
KPIs	<p>ZERO accident at work</p> <p>4.570 accident-free days, i.e. from the date of foundation</p>	<p>INTEGRATED MANAGEMENT SYSTEM</p> <p>which combines a Quality Management System, an Environmental Management System and an Occupational Health and Safety Management System</p> <p>ISO 9001 ISO 14001 ISO 45001</p> <p>certifications in place</p> <p>ZERO non-compliance events in 2022</p>	<p>66% reduction in electricity consumption at the Milan headquarters thanks to energy-saving measures implemented since 2018</p> <p>Consumption reduction measures</p> <ul style="list-style-type: none"> - replacement of halogen/neon lamps with LED lamps (Milan and Brindisi); - replacement in 2018 of the old summer air-conditioning system (Milan); - adoption of energy-efficient office glass washing system (Milan); - timer that suspends the supply of electricity during non-business hours for non-critical utilities; - raising staff awareness about energy consumption 	<p>16 employees</p> <p>94% percentage of employees with a university degree</p> <p>38% percentage of female employees</p> <p>50% percentage of workers who participated in at least one training course during the year 2022</p> <p>11 average training hours per employee</p> <p>Team meeting</p> <p>yearly weekend meeting for all employees for open discussion, sharing and engagement</p>	<p>Project management</p> <p>with dedicated teams and supervision of Project Directors (who are also members of SHELTER)</p> <p>Customer satisfaction</p> <p>annual survey to measure the level of customer satisfaction</p> <p>Differentiation of services</p> <p>Integration of Sustainability Advisory service</p> <p>Opening of local branches</p> <p>in the areas with the highest project presence, Brindisi in 2021 and Sassari in 2022</p>	<p>Multidisciplinary team</p> <p>with sharing of skills and know-how across working groups</p> <p>Amendment of articles of association</p> <p>in 2020 to enable our employees to participate in the development and organisation of the company as members</p> <p>International projects</p> <p>thanks to the loyalty of our customers who develop projects on a global scale</p> <p>Training</p> <p>continuing human resources training according to multi-year plans</p> <p>Sustainability</p> <p>integrated in processes and as a specific service offered to</p>	<p>Inclusiveness</p> <p>as an indispensable factor in employee onboarding policies</p> <p>Enhancement</p> <p>of individual abilities since the personnel selection processes</p> <p>Assessment</p> <p>of its own positioning in the field of gender equality in order to assess possible improvement actions</p>	<p>Corporate ESG management</p> <p>integrated in the company's management system</p> <p>ESG risks mapping</p> <p>and consequent management system update</p> <p>ESG data collection</p> <p>updated to ensure mapping of all KPIs related to our material topics</p>	<p>13.862 Kg CO_{2e} emissions saved thanks to the energy efficiency measures implemented and to the reduced use of plastic</p> <p>Sustainable mobility</p> <p>through the provision of public transport passes for employees in the Milan office</p> <p>Plastic-free</p> <p>from 2019 there are no more plastic beverage containers or water bottles in our office</p> <p>40kg plastic saved by adopting glass cups instead of disposable plastic ones</p>
Actions implemented by SHELTER	Adoption of health and safety management systems inspired by the highest national and international health and safety standards	Adoption of Integrated Quality, Environmental and Safety Management System	Timely mapping of energy consumption and adoption of targeted electrical efficiency measures	Specialisation of skills and dissemination of internal know-how	"Retention of long-term" clients and project management with dedicated teams Differentiation of services and opening of local offices	Skills specialisation and dissemination of internal know-how, continuous training Sustainability as a factor of competitiveness and attractiveness for talent and customers Collaboration with universities	Assessment of own gender equality positioning to assess possible improvement actions	Board oversight in sustainability issues Integration of Governance with ESG criteria/G	Mapping analytical gaps in order to create a GHG baseline on which to base further improvement actions



ESG Highlight



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SUSTAINABILITY AT SHELTER

About us

We founded SHELTER Srl in 2010 thanks to the idea of a group of colleagues who were working together in a multinational Company in the HSE consulting sector. Our ambition was to be able to create a Company capable of being autonomous, flexible, meritocratic and sustainable and to enter the Italian and international market on a par with the big players.



In 2010 we were a group of colleagues working together in a multinational company in the industry, all with the same ambition: to be able to create a **company that could be autonomous, sustainable**, and that could enter the Italian and foreign markets on par with large multinationals.



Today, we are a multidisciplinary team of engineers, environmental and agricultural scientists, consultants and managers who enjoy working with passion and curiosity, stimulated by the common goal of helping to create a better world, supporting organisations in developing and consolidating their activities while respecting the environment and people. We help build infrastructure and vital assets, develop projects, restore landscapes and grow businesses with sustainability in mind. SHELTER operates on the national and international market by providing its consulting



Chemical and industrial engineering



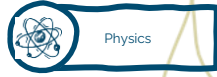
Marine biology



Agriculture



Geology



Physics



Geographical information



Toxicology



Archaeology



Sustainability advisory



Environmental engineering



Natural sciences

services worldwide to leading companies in a variety of sectors, including, for example, Oil & Gas, Energy, Food, Manufacturing, Chemical and Pharmaceutical Industry, Infrastructure, Renewable Energy, as well as Public Administrations.

The work experience of SHELTER personnel has developed in both national and international projects, also in offshore contexts. At present, SHELTER consists of some twenty employees and a consolidated network of external professionals interacting and engaging each other and with Customers.

The participation of employees in the success of the Company is a cornerstone of SHELTER's policies, which is why we amended our articles of association in 2020 to allow our key-employees to become partners of SHELTER.

The aim is to allow senior employees to buy shares in the Company, to motivate and retain them by feeling even more a part of our growth strategy and prize them for the precious contribution and redistribute part of Company's profits.

Our strengths are:

- Management of the entire project life cycle;
- Multidisciplinary expertise;
- International approach;
- Focus on Customer relations.





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Vision

SHELTER is committed to being a socially responsible and sustainable Company that meets the challenges of today's market and the expectations of its stakeholders.

With this first Sustainability Report, SHELTER intends to describe and share its efforts to create a positive impact on society and the environment through its consulting activities.

Our approach to sustainability is based on three pillars: environment, social, governance, i.e. the ESG dimensions. We are committed to minimising the environmental impact of our activities, promoting diversity and social inclusion within our Organisation and creating long-term value for our Stakeholders by supporting them in reaching their sustainability targets.

In addition to providing information on our sustainability performance, this report describes our future goals and the strategies we will adopt to continuously improve the value generated by our activities and contribute to the goals of the UN 2030 Agenda.

We recognise that sustainability is an ongoing journey and are committed to continuously improving our practices to help create a fairer and more sustainable world for all.



Agenda 2030 - The Sustainable Development Goals (SDGs)

- 1. No poverty** Eradicating extreme poverty for all people everywhere by 2030 is a pivotal goal of the 2030 Agenda for Sustainable Development. Between 2015 and 2018, global poverty continued its historical decline, with the poverty rate falling from 10.1 per cent in 2015 to 8.6 per cent in 2018. Nowcasts suggest that owing to the COVID-19 pandemic, the global poverty rate increased sharply from 8.3 per cent in 2019 to 9.2 per cent in 2020, representing the first increase in extreme poverty since 1996 and the largest increase since 1990 and setting back poverty reduction by about three years.
- 2. Zero hunger** Sustainable Development Goal 2 is about creating a world free of hunger by 2030. In 2020, between 720 million and 811 million persons worldwide were suffering from hunger, roughly 161 million more than in 2019. Also in 2020, a staggering 2.4 billion people, or above 30 per cent of the world's population, were moderately or severely food-insecure, lacking regular access to adequate food. The figure increased by nearly 320 million people in just one year. Globally, 149.2 million children under 5 years of age, or 22.0 per cent, were suffering from stunting (low height for their age) in 2020, a decrease from 24.4 per cent in 2015.
- 3. Good health and well-being** Ensuring healthy lives and promoting well-being at all ages is essential to sustainable development. The COVID-19 pandemic continues to spread human suffering. As of mid-2022, COVID-19 had infected more than 500 million people worldwide. The latest estimates show that global "excess deaths" directly and indirectly attributable to COVID-19 could have been as high as 15 million by the end of 2021.
- 4. Quality education** Providing quality education for all is fundamental to creating a peaceful and prosperous world. Education gives people the knowledge and skills they need to stay healthy, get jobs and foster tolerance.
- 5. Gender equality** Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades, but the world is not on track to achieve gender equality by 2030.
- 6. Clean water and sanitation** Access to safe water, sanitation and hygiene is the most basic human need for health and well-being. Billions of people will lack access to these basic services in 2030 unless progress quadruples. Demand for water is rising owing to rapid population growth, urbanization and increasing water needs from agriculture, industry, and energy sectors.
- 7. Affordable and clean energy** Goal 7 is about ensuring access to clean and affordable energy, which is key to the development of agriculture, business, communications, education, healthcare and transportation. The lack of access to energy hinders economic and human development.
- 8. Decent work and economic growth** Goal 8 is about promoting inclusive and sustainable economic growth, employment and decent work for all. The COVID-19 pandemic precipitated the worst economic crisis in decades and reversed progress towards decent work for all.
- 9. Industry, innovation and infrastructure** Goal 9 seeks to build resilient infrastructure, promote sustainable industrialization and foster innovation. Economies with a diversified industrial sector and strong infrastructure sustained less damage and are experiencing faster recovery. In 2021, global manufacturing rebounded from the pandemic, although the recovery remains incomplete and uneven.
- 10. Reduced inequalities** Reducing inequalities and ensuring no one is left behind are integral to achieving the Sustainable Development Goals. Inequality within and among countries is a persistent cause for concern.
- 11. Sustainable cities and communities** Goal 11 is about making cities and human settlements inclusive, safe, resilient and sustainable. Today, more than half the world's population live in cities. By 2030, an estimated 7 out of 10 people will likely live in urban areas. Cities are drivers of economic growth and contribute more than 80 per cent of global GDP.
- 12. Responsible consumption and production** Goal 12 is about ensuring sustainable consumption and production patterns, which is key to sustain the livelihoods of current and future generations.
- 13. Climate action** The global temperature has already risen 1.1°C above the pre-industrial level, with glaciers melting and the sea level rising. Impacts of climate change also include flooding and drought, displacing millions of people, sinking them into poverty and hunger, denying them access to basic services, such as health and education, expanding inequalities, stifling economic growth and even causing conflict. By 2030, an estimated 700 million people will be at risk of displacement by drought alone.
- 14. Life below water** Goal 14 is about conserving and sustainably using the oceans, seas and marine resources. Healthy oceans and seas are essential to human existence and life on Earth. They cover 70 per cent of the planet and provide food, energy and water. The ocean absorbs around one quarter of the world's annual carbon dioxide (CO₂) emissions, thereby mitigating climate change and alleviating its impacts.
- 15. Life on land** Goal 15 is about conserving life on land. It is to protect and restore terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and stop biodiversity loss. Healthy ecosystems and the biological diversity they support are a source of food, water, medicine, shelter and other material goods. They also provide ecosystem services – the cleaning of air and water – which sustain life and increase resiliency in the face of mounting pressures.
- 16. Peace, justice and strong institutions** Goal 16 is about promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions at all levels. People everywhere should be free of fear from all forms of violence and feel safe as they go about their lives whatever their ethnicity, faith or sexual orientation.
- 17. Partnerships for the goal** Goal 17 is about revitalizing the global partnership for sustainable development. The 2030 Agenda is universal and calls for action by all countries – developed and developing – to ensure no one is left behind. It requires partnerships between governments, the private sector, and civil society. The Sustainable Development Goals can only be realized with a strong commitment to global partnership and cooperation.



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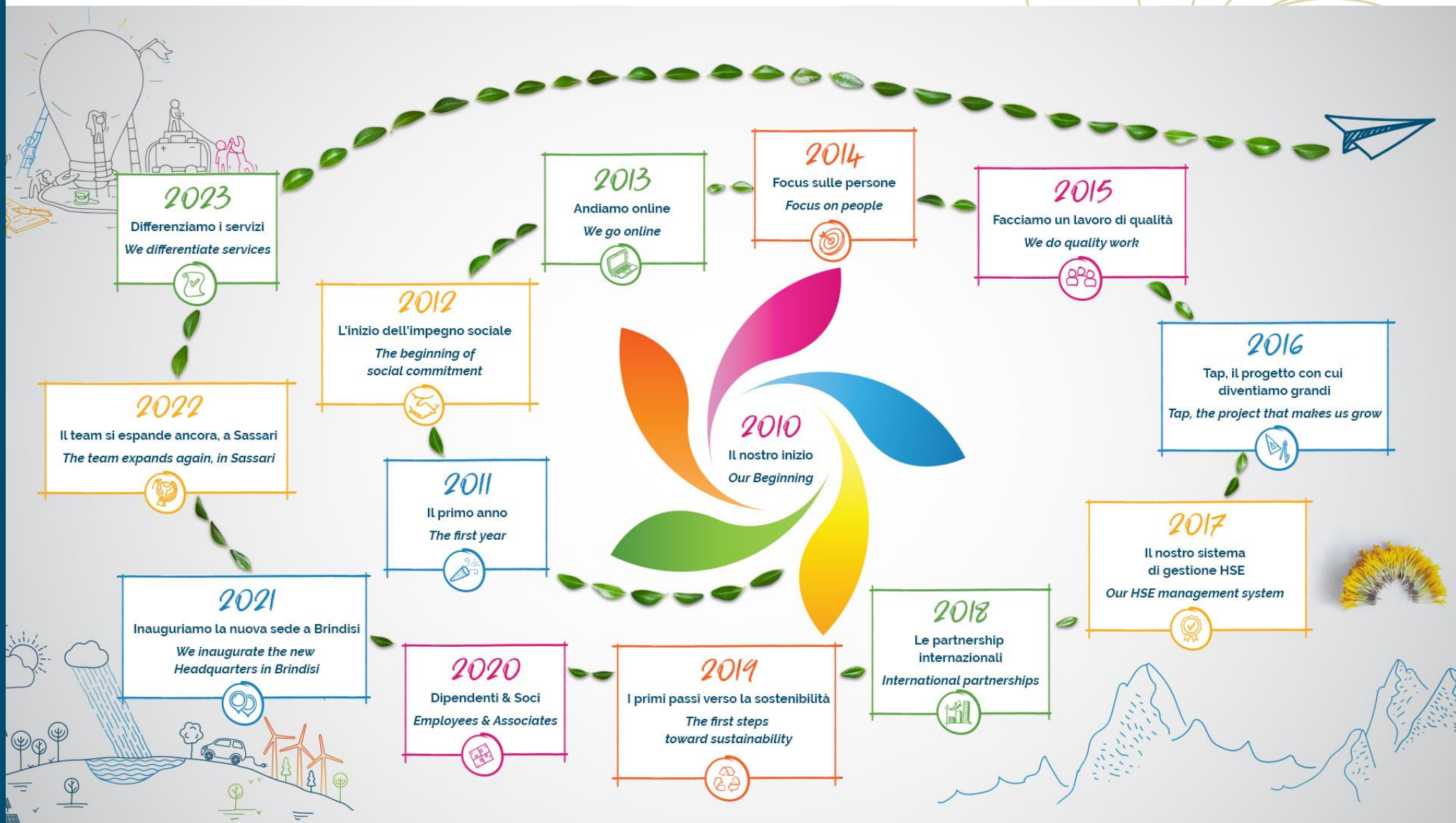


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Company Profile, Identity and Governance

Our Story





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2010: OUR BEGINNING SHELTER Foundation

Expert professionals in the environmental, health and safety fields found the consulting Company SHELTER Srl.

2011: OUR FIRST YEAR

SHELTER acquires its first consulting contracts laying the foundation for its consolidation and the creation of a multidisciplinary team.

2012: THE BEGINNING OF SOCIAL ENGAGEMENT

We begin to demonstrate the social role of the Company in a concrete way. With an annual donation, we support a nonprofit for the long-distance adoption of a child in Ethiopia. This role will be further strengthened by supporting an NGO active in the social integration of immigrants and becoming a Corporate Golden Donor of the FAI.

2013: WE GO ONLINE

Online the first corporate website, intended for communication of the Company's values, services offered and its way of doing business in the field of environmental, health and safety consulting.

2014: FOCUS ON THE PEOPLE

The workforce is increasing in number by exceeding 10, not losing sight of the focus on people. This is demonstrated by the use of long-term contractual tools, a multi-year training plan and a strong openness to confrontation. The result is a retention of resources and thus very low turnover.

2015: WE DO QUALITY WORK

We immediately adopted a quality management system, obtaining certification in 2015. The goal is to have an organizational and cultural environment typical of large companies, able to be able to meet Customer needs while maintaining the flexibility typical of a small Company.

2016: THE PROJECT BY WHICH WE BECOME GREAT

We are awarded the contract to perform environmental monitoring during the ante-operam, in-operam and post-operam phases of the Trans-Adriatic Pipeline (TAP) and coordinate the delicate management of olive tree, temporary

removal, storage and replanting. TAP is one of the top 10 most important projects in Europe and has been declared of public utility by the Italian government.

2017: OUR HSE MANAGEMENT SYSTEM

To the HS (Health and Safety) certification of our management system, obtained in 2017, we are adding E (Environment) in 2019.

2018: CONTINUED GROWTH

Following the consolidation of the partnership with RSK Group limited, a British Company capable of supporting us globally, we are acquiring the shares of RSK Environment Italia srl to integrate the services we perform in the field of environmental characterization and remediation.

2019: CONSISTENT WITH OUR PHILOSOPHY

As part of our green activities, we strive to reduce our carbon footprint by making the office PLASTIC FREE, maximizing its energy efficiency and sponsoring the redevelopment of public green space near our office.

2020: PARTNERSHIP

We modify the corporate structure to allow our employees to become partners.

2021: WE INAUGURATE THE NEW HEADQUARTERS

We root our presence in the territory and the relationship with Stakeholders (local employees, Clients, public bodies, professional network) by opening a new office in Brindisi, Puglia.

2022. THE TEAM EXPANDS FURTHER

Consistent with our positioning in energy transition and the areas of greatest potential development of our services, we opened a new office in Sassari, Sardinia.

2023: WE DIFFERENTIATE SERVICES: SUSTAINABILITY ADVISORY

SHELTER, following the award of an international tender, produces the first sustainability report of an African Oil Company, including the Energy Transition Roadmap. We also publish our first Sustainability Report to share the value generated by our activities.





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Mission and values

SHELTER sets as its primary objectives:

- the increase of Customer satisfaction, with reference to the services provided;
- the protection of the environment, including the prevention of pollution;
- the protection of the health and safety of its employees;
- the fulfilment of compliance requirements and obligations;
- the continuous improvement of the performance of its Integrated Quality, Environment and Health and Safety (HSEQ) Management System and related processes.

It is also a priority for SHELTER:

- that the needs and expectations of stakeholders, including Customer requirements, are systematically defined and translated into requirements;
- that requirements also include those arising from legal obligations or applicable regulations;
- that these requirements are met through a punctual application of the HSEQ Integrated Management System and a constant commitment to management in every sector of the Company organisation, in order to achieve stakeholder satisfaction;
- the information, training, consultation and participation of workers and their representatives.

It is the Company's conviction that such a quality policy brings concrete benefits to the Company and the stakeholders, to the extent that both are satisfied.

SHELTER's management takes responsibility for the effectiveness of the Integrated System and, with the support of the entire structure, ensures the integration of the requirements of the relevant standards into the Company's business processes, actively involving, guiding and supporting staff to contribute to the Company's Management System. In addition to this, the Board is in charge in defining SHELTER's Sustainability Strategy and the ESG related goals as well as in overseeing the management of impacts.

SHELTER firmly rejects any form of discrimination based on factors such as age, gender, sexual orientation, race, language, personal circumstances, health, social status, religious beliefs, or political affiliations, has recognized the importance of outlining its commitment to ethical principles. This commitment is outlined in a Code of Ethics, that is inspired by the Universal Declaration of Human Rights and serves as a guiding framework for all individuals associated with SHELTER, including employees and directors, regardless of their roles. In order to enlarge the impact of the prevention of any human related issue SHELTER applies its Code of Ethics to the whole supply chain. Additionally, SHELTER is committed to proactively adopt UN Global Compact principles that include the environmental sustainability,

“We are attracted by challenges and always ready to **improve our services** in order to provide our Customers with **personalised, state-of-the-art support** in their disciplines”





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human rights protection as well as the prevention of any instances of corruption.

Our services

SHELTER's activities are divided into 5 macro areas:



PERMITTING (PER)



The "permitting" services help our Clients to obtain the necessary authorizations from the Competent Authorities for a project in compliance with the requirements of national / local legislation in accordance with International Standards. We are able to offer our Clients assistance in all phases of the project, in order to speed up the issue of the authorization and the permit to operate.

In particular, we help our Clients to obtain the Integrated Environmental Authorization (IPPC Permit), to receive approval by the competent Authorities for the Assessment of the Environmental, Social and Health Impact, evaluating the site conditions and developing, if required, specific characterization studies (baseline).

Our Services:

- Preliminary studies of environmental aspects and impacts (Screening, Enviid or PEIA);
- Studies for the assessment of environmental and social impacts (SIA, VINCA, VIS);
- Involvement of stakeholders;
- Integrated environmental authorizations (IPPC permit);
- Single environmental authorizations;
- Assistance and management of national and local authorizations;
- Authorization for emission greenhouse gas (ETS);
- Modelling studies: noise, air, water.

We are also able to carry out modelling studies of noise, air and water in accordance with industry standards in order to provide our Clients with a sensitivity analysis for the final configuration of the project to be authorized.





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COMPLIANCE (CPL)



Compliance Services support our Clients to reach their HSE standards and performances.

We assist companies to define, plan, implement and audit processes and systems able to guarantee the compliance according to legislative and permit requirements, their Corporate Policies/Guidelines and International Standards.

In particular, we offer services to develop and / or review the procedures and operational instructions of the HSE management systems defined according to International Standards.

We develop programs and training sessions in order to increase the awareness of environmental and health and safety regulations both nationally and internationally.

Our Services:

- *HSE gap analysis identification;*
- *HSE integrated management system;*
- *definition and implementation;*
- *Improvement and optimization of an integrated HSE system already in place;*
- *HSE management system audit and HSE legislative compliant audit;*
- *Training on the HSE integrated management system;*
- *HSE monitoring plans;*
- *Integration between the HSE management system and the "231 system";*

- *Integrated management system implementation in the context of international projects;*
- *Specific environmental studies;*
- *Monitoring plans for greenhouse gas emissions and calculation of related emissions.*

Finally, as per our international project experience matured with International Oil Companies (IOCs) and Engineering, Procurement and Construction (EPCs) Clients, we are able to support our Clients to develop HSE project packages as per contract and local requirements. In this sense we can develop HSE Mitigation Plans and Procedures as Waste Management, Spill Contingency, First Aid, etc.

SUSTAINABILITY ADVISORY (SSA)

In the "Sustainability" services, we rigorously systematize the international reporting standards with the know-how gained in the field of audit and compliance, in addition to the ability to measure and share the value generated by the Organizations and their projects in the three dimensions of Sustainability: Environmental, Social and Governance/Economic (ESG).

In particular, we develop co-creation and partnership relationships by supporting our Customers in the entire process of defining their needs up to the implementation, monitoring and reporting of sustainability policies and strategies.

Our Services:

- *Sustainability Report and Sustainability Plan;*





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- *DNF (Disclosure Non-Financial);*
- *Carbon footprint and Carbon neutrality plans;*
- *Emission Trading Systems;*
- *Support on ESG rating improvement;*
- *Materiality analysis;*
- *ESG based Company profile and ESG Tender support;*
- *Energy audit and performance management;*
- *Leed certification.*

In particular, we develop co-creation and partnership relationships by supporting our Customers in the entire process of defining their needs up to the implementation, monitoring and reporting of sustainability policies and strategies.



ENVIRONMENTAL MONITORING (ENV)



Environmental Monitoring services support our Client to obtain or to maintain authorizations and permits. The monitoring has to be executed according to specific monitoring plans carried out according to technical applicable requirements. We are able to monitor the following environmental matrices: terrestrial (topsoil, subsoil,

surface water, groundwater, air, noise, flora, vegetation, fauna, landscape) and internal and marine waters (sediments, bathymetry, water column, bioconstruction, biocoenosis, fish, mammals).

Our Services:

- *Air, soil and subsoil, surface and ground waters, noise, vibration, onshore and offshore sediments survey;*
- *Fauna, flora, vegetation, landscape ecosystem survey*
- *Archaeology survey;*
- *Characterization waste;*
- *Specific surveys: single-beam (SBES) / multi-beam (MBES) onshore and offshore bathymetric surveys, detailed topography (traditional, drones, laser-scanner), remote sensing (high and medium resolution, multi and hyperspectral image analysis), monitoring of the seabed (side scan sonar, magnetometric survey, sub bottom profiler, ROV, image capture, etc.).*

The results of monitoring can be used for the calibration of environmental modelling (air, soil, fresh / marine water, noise, sediment) and for the space-time trend analysis of specific phenomenon.

We support our Clients in defining the methods for processing and managing data, also by using and preparing geo-databases (GIS / WEBGIS).





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LEGAL ADVISORY (LEG)



Legal Advisory Services aim to support our Clients, specifically the Client's Legal Department, on technical aspects (e.g. as CTP – *Consulente Tecnico di Parte*) requested during legal proceedings development. In particular, specific studies about waste, water discharges, air emissions, chemical agents, asbestos, soil and groundwater, supporting our Clients in order to achieve their expectations.

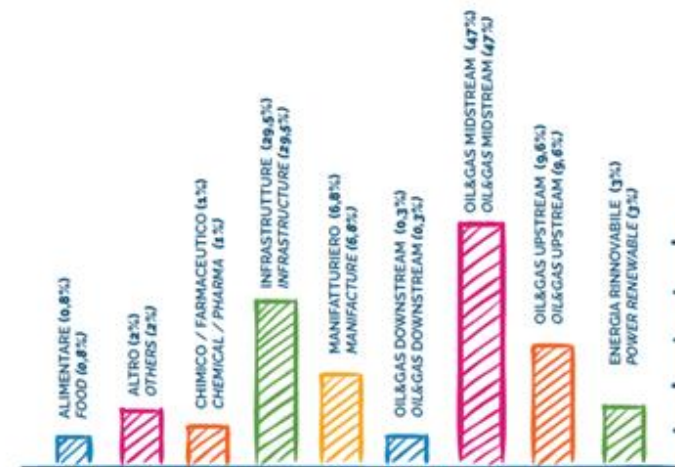
Our Services:

- *Technical consultancy reports for water discharges;*
- *Technical consulting reports for waste;*
- *Technical consultancy reports for atmospheric emissions;*
- *Technical consultancy reports for soil and underground;*
- *Technical consultancy reports for groundwaters;*
- *Technical consultancy reports for asbestos;*
- *Technical consultancy reports for chemical risk agents;*
- *Technical consultancy reports in toxicology and ecotoxicology.*

We can offer our Clients a large group of experts of recognized professionalism at national and international level (for example in the field of toxicology and ecotoxicology, marine biology and epidemiology), who can provide their technical knowledge during the proceedings.



Revenue shares per Service



Revenue shares per Sector



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GOVERNANCE

The Board of Directors consists of 3 members, all of whom are Shareholders with special rights and whose powers are divided as follows:

Board of Directors

Managing Director	Marco Scabbia
Director	Stefano Lodi
Director	Sergio Meola

Members of the Board of Directors are also the founding members of SHELTER, joined by non-proxy member Claudio Scura.



MARCO SCABBIA
Partner - Managing Director
Technical Manager



STEFANO LODI
Partner - Director
Technical Manager



SERGIO MEOLA
Partner - Director
Technical Manager

Audit Board

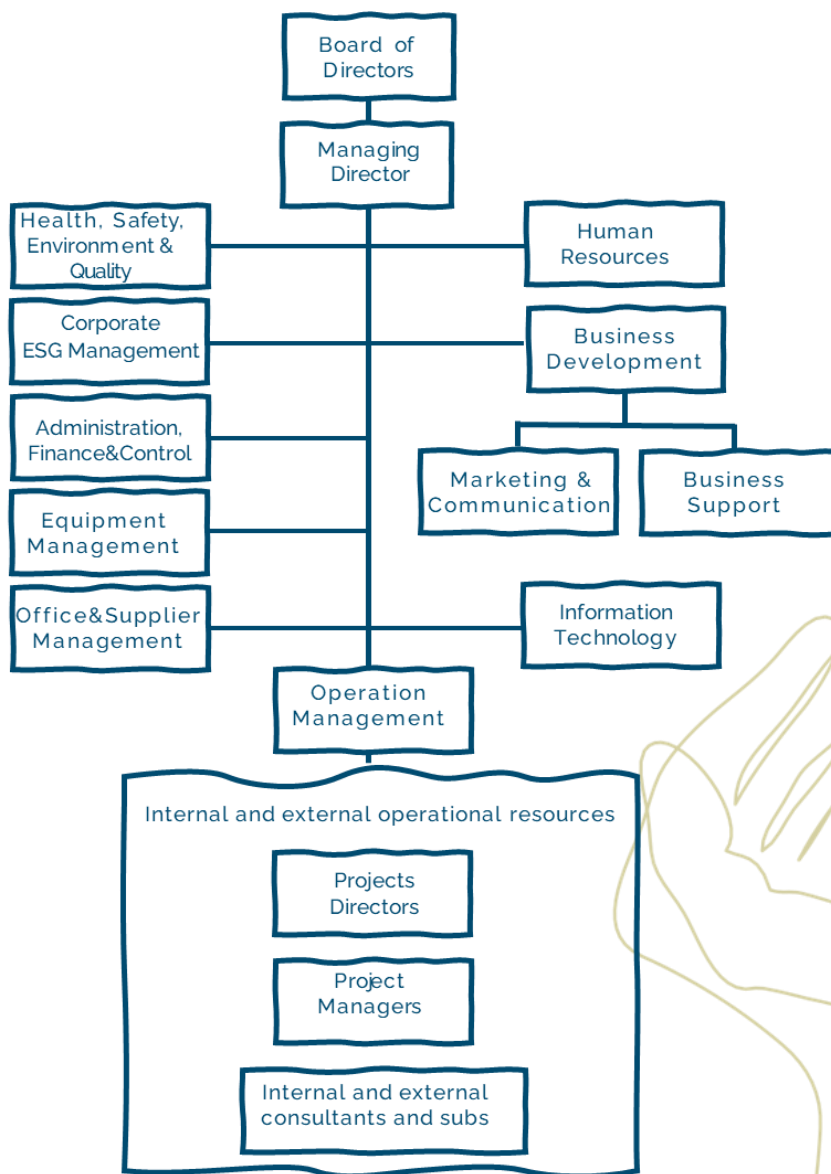
The Board of Statutory Auditors is composed of a Single Statutory Auditor, Dr. Pietro Richiusa, who is also an Auditor.

The duties of the nominated external Single Statutory Auditor are aimed at attesting compliance with the law and the Articles of Association, this action takes the form of supervision of the correctness of the acts and resolutions taken by the corporate bodies. The control of legitimacy carried out by the Statutory Auditor consists in the supervision of compliance with all the statutory provisions, the laws and regulations governing the functioning of the Company's bodies and its relations with institutional bodies, the regulatory provisions governing the Company's own field of operation and the presence of the prescribed authorizations for the conduct of business. In addition, the Statutory Auditor is responsible for verifying compliance with the principles of proper administration and the adequacy of the organizational, administrative and accounting structure adopted by the Company and its actual operation.

The Single Statutory Auditor is statutory auditors registered in the appropriate register, in charge until the approval of the Financial Statements for the Year ending Dec. 31, 2024 exercises, in accordance with the provisions of the Articles of Association, the functions of management control (Art. 2403 Civil Code).

In SHELTER's history, there have been no episodes of conduct that could in any way lead to situations of non-compliance of laws and internal or external regulations; however, it is SHELTER's intention to provide a specific training course in the year 2023 to all employees aimed at dealing with issues of anti-corruption transparency.





Organisational Chart

Management Systems and Certifications



We immediately adopted a quality management system to give us organizational rules typical of large companies operating in international contexts. This drive came from the need to create in a small reality an organizational and cultural context capable of being able to meet the needs of our Clients. The quality management system has been certified since 2015 according to the UNI EN ISO 9001 standard and has helped us set goals for diversification of Clients and services performed.

Our commitment to environment, health and safety is attested by the adoption of management systems certified according to UNI EN ISO 14001 (since 2015) and UNI EN ISO 45001 (since 2017, initially according to BS OHSAS 18001). For each individual project, we evaluate the updated risk assessment/environmental analysis to eliminate hazards where possible or otherwise minimize them in order to make them sustainable, so as to protect workers, public health and the environment.

SHELTER has implemented an Integrated Management System, which combines:

- a Quality Management System;
- an Environmental Management System;
- a Worker Health and Safety Management System.



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as a strategic decision to:

- improve its performance internally and to Customers and form a basis for its sustainable development;
- improve its ESG performance and make its own contribution to sustainability;
- ensure safe and healthy workplaces, prevent work-related injuries and illnesses and continuously improve its performance in terms of worker health and safety.

Our commitment to Environment, Health and Safety is confirmed by the adoption of Management Systems.



Through the adoption of this Integrated System, SHELTER aims to:

- in the area of Quality:
 - to ensure the ability to continuously provide products and services that meet customer and applicable mandatory and regulatory requirements for its products and services;
 - to enhance Customer satisfaction;
 - to address risks and opportunities associated with the environment in which it operates and its objectives;
 - to ensure the ability to demonstrate compliance with the requirements of the relevant standard.

- in Environmental area:

- to protect the environment by preventing or mitigating negative environmental impacts;
- to mitigate the potential negative effect on the Company of environmental conditions;
- to support the Company in meeting its compliance obligations;
- to achieve financial and operational benefits from the implementation of viable environmental alternatives that can strengthen the Company's market position;
- to communicate environmental information to relevant stakeholders.

- in Workers' Health and Safety area:

- to eliminate hazards and minimize its risks to workers' health and safety;
- to achieve continuous improvement in its worker health and safety performance through the adoption of effective preventive and protective measures.

For each of these areas, SHELTER aims to play a leading and role model for the companies and freelancers with whom SHELTER works and collaborates, acting in full compliance with the rules and facilitating the spread of good practices.

For the success of its Management Systems, SHELTER pays close attention to some key factors, such as:

- Senior management leadership, commitment, accountability and communication;





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- Development, guidance and promotion by top management of a corporate culture that supports the achievement of the expected results of Management Systems;
- Communication, consultation and participation of staff and their representatives;
- Allocation of resources necessary for the maintenance of Management Systems;
- Establishment of policies consistent with overall strategic objectives and corporate direction;
- Effectiveness of processes to identify risks, keep hazards under control and exploit opportunities.

In defining and developing its Management Systems, the Company has used the Process Approach, the **Plan-Do-Check-Act Cycle** and **Risk-based thinking**.

The Company's Integrated Management System has also been structured to refer to the standards:

- UNI EN ISO 9000:2018 "Quality Management Systems - Fundamentals and Vocabulary," as support for a proper understanding of the terms used within the management of the System;
- ISO 9004:2018 "Quality management - Quality of an organization - Guidance to achieve sustained success," as support for setting a wide range of objectives to improve its total performance.



Strategic processes and transparency

To achieve the overall objectives, the following directions have been identified:

- The use of the Plan-Do-Check-Act (PDCA) approach, process approach and Risk-based Thinking as methodologies to address risks and opportunities that may affect the compliance of products/services and its own performance and the ability to increase Customer satisfaction, ensuring the effectiveness of the system, the enhancement of related business, environmental and health and safety performance, preventing adverse effects;
- The use of a proactive approach to sustainability, including the prior assessment of projects and new activities and processes, from the perspective of Quality, Environmental and Health and Safety protection;
- Pursuing the involvement of personnel at all levels through the extensive use of cross-functional communication and stimulating the generation of ideas and proposals for improvement, so that they actively cooperate in the implementation and maintenance of the System and the achievement of its objectives;
- Promote awareness among all personnel of the needs of the Customer, both external and internal and of environmental and health and safety requirements, in order to understand and meet the related needs through their work;
- Achieve and maintain, through appropriate training activities, appropriate levels of staff competence, understood as the ability to deal with the Company's technical, managerial, environmental and



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health and safety issues in a systematic manner and in line with the expectations of stakeholders;

- Pursuing punctuality, toward themselves and others, through their professional commitment and careful planning of activities in order to meet commitments adopted or expected. In order to ensure that the Policy is understood, implemented and supported at all levels of the Company and known to stakeholders, the management ensures its availability by facilitating access through the IT.

SHELTER applies to the management of its Systems processes the PDCA methodology:

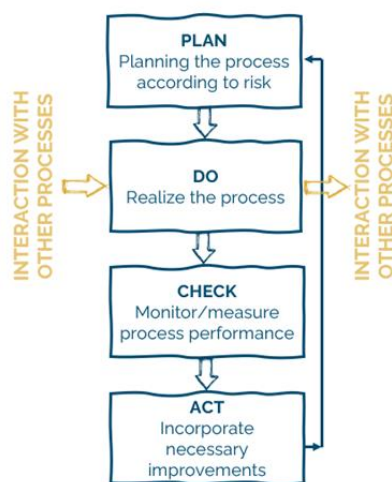
Plan-Do-Check-Act, which is expressed through:

Plan: to define objectives, processes and resources necessary to deliver results in accordance with customer and/or mandatory requirements and company goals/policies;

Do: to implement the planned processes;

Check: to monitor and measure processes and products/services aligned to policies, objectives and requirements and record their results;

Act: to implement actions to improve process performance as needed.



ESG Risk Management

SHELTER has embraced a structured and systemic approach to managing risks that could affect its long-term performance and value creation. The risks associated with the Company's activities have been assessed in accordance with the Company's corporate values and in line with reference models and international best practices on risk management.

Risk analysis is normally carried out by means of a mathematical function that correlates the magnitude of consequences (intensity of harm to the Company's workers or assets), the probability or frequency of occurrence of consequences. In addition, it is necessary to define the level of acceptable risk on the basis of which the priorities of risk reduction interventions are defined and which prevention and protection measures are most appropriate.

The assignment of values to the probability and magnitude factors that contribute to creating the level of risk will be done by considering in particular:

- the general situation of the Company and specific to the work stage or boundary situation under analysis;
- a statistical analysis (limited to safety-related risks) of accidents and occupational diseases that have occurred in the Company and where available of data related to "missed accidents";
- a comparison with similar operational situations and/or Companies in the same production sector.





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RISK CATEGORY	ESG	RISK DESCRIPTION	PREVENTION AND MITIGATION MEASURES	RISK-RELATED MATERIALI TOPICS
CLIMATE CHANGE	E	Air emissions of ozone depleting or greenhouses effect substances	Mapping of operations-related emissions to produce a baseline to be used as a reference for improvement actions	
			Monitoring and control of office energy consumption New long-term rental company cars <u>Preferential use of public transport.</u>	✓Energy efficiency ✓Fight against climate change
OPERATIONS	E	Unavailability of analytical parameters and measurements due to incorrect execution of the environmental monitoring	Maintenance and calibration procedures for instruments prior to the execution of field activities	✓Reliability, continuity and efficiency of services
			Supervision of senior project managers on each project <u>Staff training and on-site coaching</u>	✓Training, development and well-being of human resources
GOVERNANCE	G	Loss of competitiveness due to third-party assessment based on ESG criteria	ESG performance monitoring and measurement to define related improvements	✓ESG Governance
				✓Compliance and ethical conduct of business ✓Dialogue with stakeholders ✓Talent attraction ✓Fight against climate change
HUMAN RESOURCES	S	Accidents occurring	Adoption of a security management system Monitoring of safety performance	✓Occupational Health and safety ✓Compliance and ethical conduct of business ✓Training, development and well-being of human resources
HUMAN RESOURCES	S	Inadequate training to the required quality level	Sharing of know-how of equiparable projects Internal training to increase and diversify staff skills and competencies	✓Training development and well-being of human resources
HUMAN RESOURCES	S	Inadequate capabilities to attract new talents and motivate and retain own human capital	Internal training to increase and diversify staff skills and competencies	✓Training, development and well-being of human resources
			Measurement and sharing of ESG value generated by Company's operations Dedicated sustainability-oriented policies	✓Talent attraction
LEGALE AND REPUTATIONAL	E, S, G	Risk of reputational loss from regulatory non-compliance or corruption events	Implementation of an effective Management System and procedures aimed at minimising the conditions in which non-compliance events may occur in any activity, from the commercial process to the management and operational one, including the management of its own resources and the supply chain	✓Compliance and ethical conduct of business
		Risk of reputational loss from <u>business-related events</u>		✓ESG Governance
STRATEGIC - ORGANIZATIONAL	G	Inadequate adaptation to changing market conditions	SHELTER has put in place policies to differentiate and expand both its services and customer base, as well as rooting initiatives in territories with a greater presence of projects and customers	✓Business continuity and service diversification ✓ESG Governance



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MATERIALITY ANALYSIS

SHELTER has established a robust reporting approach by evaluating its operating processes and using the reporting principles defined in the GRI (Global Reporting Initiative) international standards, the standards most widely used for the disclosure of ESG performance of an organisation.

A key-role of this approach is represented by the materiality analysis, the process aimed to support the identification of the most important areas to focus on, in order to prioritise them in relation to what most concerns the Stakeholders and how they impact the business model (and vice versa). Moreover, the materiality analysis supports the setting of sustainability goals and for this reason is intended to be a continuous process that involves both internal and external stakeholders.

Approach and targets

The main Stakeholders involved in the process:

- **Internal stakeholders:** These may include Company management, employees at different hierarchical levels, heads of business functions and technical experts. Involvement of internal Stakeholders is essential for understanding the internal dynamics of the organization, identifying business priorities and gathering information on current and potential performance.
- **External Stakeholders:** External Stakeholders can be represented by Customers, suppliers, business partners, local communities, nongovernmental organizations (NGOs), regulators and investors. Engaging external Stakeholders provides a different perspective on perceptions and expectations of corporate sustainability, enabling

the identification of issues most relevant to these external stakeholders.

Through materiality analysis, Organizations can identify:

- the significance of each aspect of sustainability in the assessments of stakeholders, both internal and external, in relation to environmental, social and economic performance;
- the importance that each aspect has on stakeholder evaluations and decisions - internal and external;
- the level of agreement among different areas of internal responsibility on the relevance of each issue;
- any deviations between the strategic priorities identified by the Organization and those reported by external stakeholders;
- the connection of the relevant issues with the Sustainable Development Goals of the UN 2030 Agenda.

Initially, the approach taken was based on the involvement of internal stakeholders. These Stakeholders were instrumental in defining SHELTER's sustainability strategy and identifying its relevant material topics. As part of the materiality analysis, SHELTER applied the requirements of GRI by first conducting a benchmark analysis between the material themes preliminarily identified internally and the topics most widely used in its own business sector, as well as in the reference sectors of its main Customers, this in order to determine a more inclusive and broadened approach. The identified material topics were submitted to the Board for approval with the aim of consolidating a list of material topics broken down by the three ESG dimensions (Environment-Environmental, Social and Governance).





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Environment

Biodiversity protection
Circular waste management
Energy Efficiency
Water resource management
Fighting climate change



Social

Involvement and support of local communities
Equal opportunity and diversity
Employee training, development and well-being
Health and Safety
Talent attraction
Services to support Sustainability
Education for Sustainability



Economic and governance

Dialogue with stakeholders
Business continuity and service diversification
ESG Governance
Research, development and digitalization
Privacy and data protection
Compliance and ethical business conduct
Financial performance
Sustainable supply chain
Customer loyalty

Internal and external stakeholders, representative of the relationships that characterize SHELTER's activities on a daily basis, were then involved, through an in-person workshop (internal stakeholders) and via an online questionnaire (external stakeholders), in the process of determining the relevance of these topics for the purpose of assessing impacts, i.e., the effects that the organization has or could have on the environment, people and the economy. A total of 7 internal Stakeholders (39% of the workforce) and 24 external Stakeholders contributed to this process.

In this assessment, impacts were considered in a broad sense, evaluating them on the basis of whether they might be actual or potential, negative or positive, short-term or long-term, intentional or unintentional, reversible or irreversible.

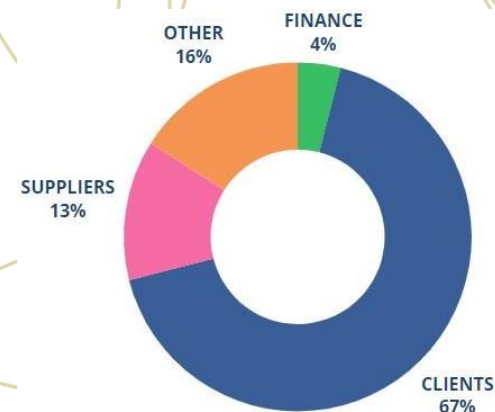
Finally, as an outcome of this process, SHELTER was able to pursue a number of objectives, including:

- **Identification of key issues:** through materiality analysis SHELTER identified the most relevant topics to the Organization, allowing it to focus on what is important to the business and stakeholders.
- **Strategic planning:** The materiality analysis helped the planning of long-term sustainability strategies, including resource allocation and setting sustainability goals.

- **Transparent communication:** In line with its own principles, the analysis provides a solid basis for sharing and communicating sustainability results.

External Stakeholders who contributed to the ranking of material issues belong to the categories Clients, Finance, Suppliers or Other categories.

Based on the findings of internal and external stakeholder engagement, it was possible to identify the most relevant material themes on which to focus SHELTER's performance reporting.



Breakdown of external stakeholders

Therefore, as per GRI requirements, the significance of an impact is assessed in relation to the other impacts identified by the organization, impacts that were ordered from most to least relevant; then, through a minimum value or threshold, it has been possible to determine on which impacts focusing the reporting.



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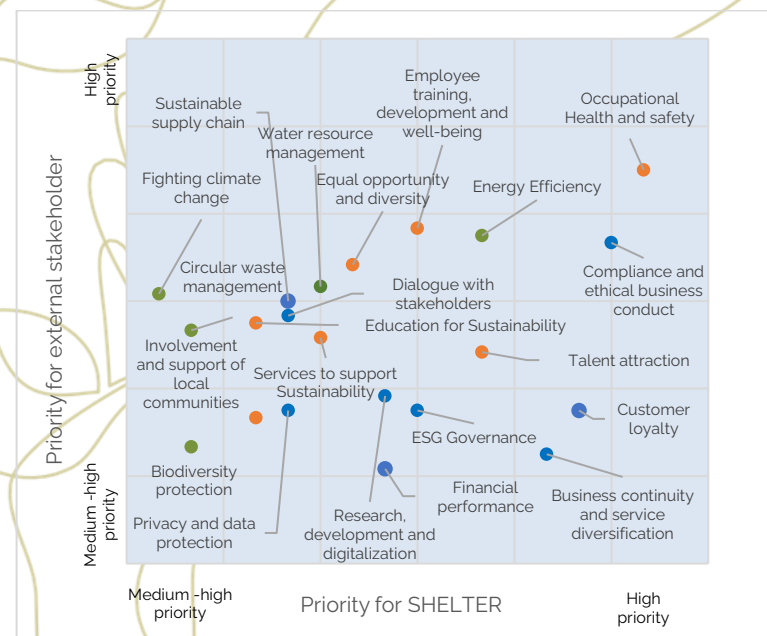
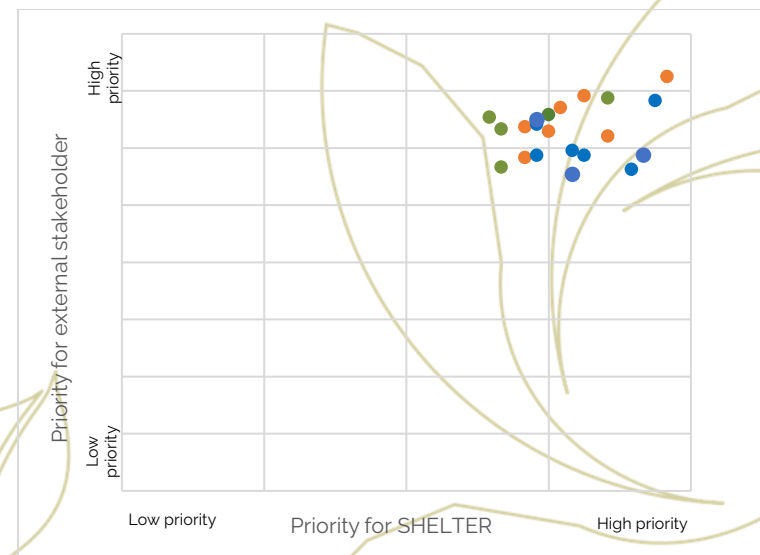
Starting from the next reporting we will enlarge the materiality assessment by adopting the “**double materiality**” approach that will take into account:

- Impact outwards: how SHELTER is impacting the environment, the economy and the society.
- Impact onwards: how SHELTER is impacted by environmental factors.



Our material topics

Based on the materiality analysis process, it was possible to individuate the priority (ranking) from which - in accordance with GRI standards - SHELTER set a threshold in order to define the themes to be included in reporting. This threshold was defined to include the top ten material themes (out of a total of 21) to which SHELTER added the theme "Fighting Climate Change."





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Ranking Material topic

- 1 Occupational Health and safety
- 2 Compliance and ethical business conduct
- 3 Energy Efficiency
- 4 Employee training, development and well-being
- 5 Customer loyalty
- 6 Talent attraction
- 7 Equal opportunity and diversity
- 8 Business continuity and service diversification
- 9 Water resource management
- 10 ESG Governance
- 11 Sustainable supply chain
- 12 Services to support Sustainability
- 13 Research, development and digitalization
- 14 Dialogue with stakeholders
- 15 Education for Sustainability
- 16 Financial performance
- 17 Fighting climate change
- 18 Privacy and data protection
- 19 Circular waste management
- 20 Involvement and support of local communities
- 21 Biodiversity protection

Threshold for reporting



GRI TOPICS	GRI or SHELTER Notes	SDGs
EMPLOYEE TRAINING, DEVELOPMENT AND WELL-BEING	Employee training, development and well-being are key elements in the success of organizations. By investing in training, employees' skills are developed, improving productivity and quality of work. Employee development promotes professional growth and adaptability to new challenges. Employee well-being, both physical and mental, fosters a positive work environment, improving employee satisfaction and retention.	
CUSTOMER LOYALTY	Optimize satisfaction levels and promote a culture of continuous service improvement through satisfaction surveys and a focus on customer experience.	
TALENT ATTRACTION	Talent attraction is essential for organizations wishing to acquire and retain highly qualified and motivated professionals. This involves creating a stimulating work environment, offering opportunities for professional development, encouraging diversity and inclusion and providing conditions and benefits that meet the needs and expectations of talent in a competitive marketplace.	
EQUAL OPPORTUNITY AND DIVERSITY	Equal opportunity and diversity promote social equity, enabling every individual to access opportunities and success regardless of differences in gender, age, ethnicity and other. Valuing diversity creates inclusive and challenging societies, overcoming discrimination and promoting people's full potential. These principles promote social balance, cohesion and overall progress.	
BUSINESS CONTINUITY AND SERVICE DIVERSIFICATION	Business continuity ensures uninterrupted operations in emergency situations, ensuring the organization's resilience. Diversification of services broadens offerings, reducing dependence on a single source of revenue and enabling adaptation to market needs. Both approaches contribute to sustainability and added value for customers.	
WATER RESOURCE MANAGEMENT	An essential practice to ensure the availability of drinking water for all, preserve aquatic ecosystems and promote environmental sustainability.	
GOVERNANCE ESG	A guiding approach that integrates environmental, social and governance aspects into business decisions, promoting social responsibility, environmental sustainability and inclusion for a more resilient and equitable future	
FIGHTING CLIMATE CHANGE	Climate adaptation, resilience and transition refers to how an organization adapts to current and projected risks and opportunities related to climate change, as well as how it contributes to the resilience of societies and economies in the face of climate change. This topic covers an organization's strategy in relation to the transition to a low-carbon economy, the impacts of that transition on workers and local communities and adaptation and resilience to physical climate impacts.	

GRI TOPICS	GRI or SHELTER Notes	SDGs
HEALTH AND SAFETY	Healthy and safe working conditions are recognized as a human right. Occupational health and safety include the prevention of physical and mental harm to workers and the promotion of their health	
COMPLIANCE AND ETHICAL BUSINESS CONDUCT	An organization's impacts on the economy refer to how the value it generates affects economic systems. This can be the result of its procurement practices and employment of workers. Infrastructure investments and services supported by an organization can also have impacts on the long-term well-being and development of a community.	
ENERGY EFFICIENCY	Energy efficiency refers to the efficient use of energy, seeking to achieve maximum results with minimum consumption. This involves the adoption of technologies, practices and strategies designed to reduce energy waste and optimize the use of available resources.	



OUR ESG PERFORMANCE

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ENVIRONMENTAL PROFILE



SHELTER's activities are mainly intellectual in nature, apart from environmental monitoring activities, which is why possible impacts related to office management and employee travel were considered from an environmental perspective. SHELTER, in order to limit the consumption of natural resources, has adopted a specific operating instruction "Management of Natural Resources" in the awareness that a proper energy-saving policy achieves the twofold result of safeguarding the environment by actually going to reduce the consumption of non-renewable raw materials and reducing the operating costs of its business:



The operational instruction, the application of which is described in the remainder of the report, is based on four pillars:

- Electricity saving
- Proper management of office equipment and water resource
- Application of separate waste collection
- Rationalization of micro-climate

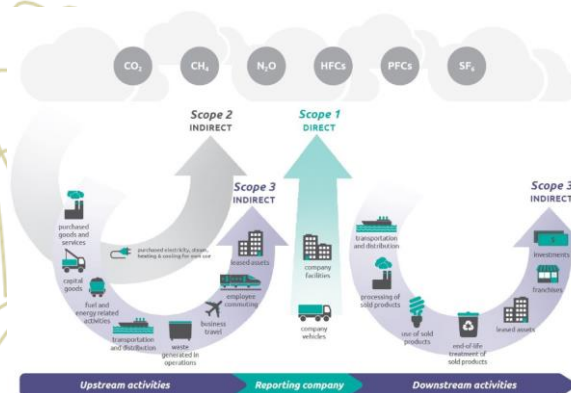
Climate change fighting

GHG Protocol

The Greenhouse Gas Protocol (GHG), based on a 20-year partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), establishes a standardized global framework aimed at measuring and managing greenhouse gas (GHG) emissions from operations and the value chain, as well as those related to mitigation actions put in place.

The Corporate Standard classifies the company's direct and indirect emissions into three "scopes":

- Scope 1**, direct emissions generated by the company, the source of which is owned or controlled by the company;
- Scope 2**, indirect emissions generated by energy purchased and consumed by the company;
- Scope 3**, include all other indirect emissions that are generated by the company's value chain.



(<https://ghgprotocol.org/>)

Due to the specificity of SHELTER's activities, the emission contributions can be represented as follows:



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Scope 1: Emissions from combustion produced by owned or leased means of transportation, such as:

- Stationary combustion for Milan office heating
- Company cars (long-term rental) for business travel
- Vessels used for carrying out environmental monitoring.

Scope 2: Indirect emissions from the generation of electricity purchased and consumed by the Company at its locations.

Scope 3: Indirect GHG emissions indirectly related to the Company's operations, such as:

- Emissions produced along the entire value chain (suppliers and Customers)
- Emissions produced by employees in home-to-work travel (commuting)
- Emissions produced by corporate travel, not made by Company vehicles
- Emissions related to products consumed by the company (consumables).

In calculating energy consumption and related CO₂ emissions, the United Nation Framework Convention on Climate Change (UNFCCC) GHG calculation tool was used, which can be found at <https://unfccc.int/documents/271269>

In the initial mapping of the data available for the purpose of calculating Scope 1 GHGs, information gaps have been identified regarding the fuel used in the use of vessels employed in environmental monitoring activities as well as in the long-leased Company cars used for business purpose; these data will be collected starting in 2023 and it is planned to arrive at a steady-state measurement starting in 2024. In relation to Scope 3, emissions from corporate travels will be examined in this first report; also under Scope 3, SHELTER has long adopted a sustainable mobility policy (see Our

Approach to Sustainable Mobility) by equipping employees in the Milan office with public transportation passes. In the next reporting cycle, the data needed to assess the impact from commuting both pre-application of the mobility policy and in the current situation will be acquired so that the relative benefits can be measured.

Energy efficiency

Electricity consumption associated with Scope 2 is attributable to the use of electrical and electronic devices in the office premises and lighting in the premises. In addition, for the Brindisi office, consumption related to heating and cooling, which is done through heat pumps, was considered.

SHELTER's offices are located within mixed residential/commercial buildings that do not allow the installation of photovoltaic panels that can be used for supply needs.

The following table shows the electricity consumption for the period 2015 - 2022, in kWh.





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Milan office

Electricity consumption	2017	2018	2019	2020	2021	2022
kWh	19.607	15.051	6.948	5.789	6.893	6.717
Kg CO _{2e}	4.755	3.650	1.685	1.404	1.672	1.629

Brindisi office

Electricity consumption	2020	2021	2022
kWh	/	3.499	4.441
Kg CO _{2e}	/	848	1.077

In 2022, electricity consumption remained more or less similar to the previous year for the Milan office despite the greater number of resources in the main Milan office, while the Brindisi office experienced an increase in consumption due to greater use of the same by local resources.

For the local office in Sassari, monitoring is not deemed necessary as consumption is considered insignificant (there is only one employee, moreover in a co-working space.).

During the last quinquennium, several actions have been implemented that have led to a decrease in electricity consumption, such as:

- replacement of halogen/neon lamps with LED lamps (Milan and Brindisi);
- replacement in the year 2019 of the old Summer air conditioning system (Milan);
- adoption of energy-efficient office glass washing system in Milan;
- timer that suspends electricity supply during non-working hours (evenings and holidays, except for refrigerator, UPS, server) (Milan);
- Raising staff awareness of energy consumption.

ELECTRICITY SAVINGS

- Turn off lights in offices, meeting room, and temporarily unused rooms
- Always turn off the lights, printer, personal computers, videos, and coffee maker before closing the office during lunch break and in the evening (during breaks, activate the standby function for videos and PCs)
- Do not leave bathroom lights on after use

The measures implemented by SHELTER have **reduced electricity consumption** at the Milan site **by about 66%** compared to the setup prior to the implementation of energy efficiency measures.

This approach **avoided the emission of 56.637,00 kWh**, equal to **13.735 kg CO_{2e}** over the period 2018-2022.

In the Milan office, a single centralized condominium boiler serving the entire building is provided for heating.

On the other hand, with regard to heating at the local headquarters in Brindisi, there are no atmospheric emissions since this is done exclusively by heat pump.

At the local office in Sassari, the heating of the office within which the SHELTER office room is located is via a centralized system.

At the Milan office there is a fixed air conditioning system owned by the office lessor and given on loan for use to SHELTER.

At the Brindisi office there is a fixed air-conditioning system consisting of 2 units owned by the office owner, while for the Sassari office, there is no air

“
Reduction in the last 5 years of **electricity consumption** by **66%**
”



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conditioning system. In relation to the Brindisi office, actions to save energy consumption related to the heating/cooling system will be evaluated in the year 2023.

No ozone-depleting substances are stored in SHELTER offices.

The national energy mix is considered for each year by the tool used to calculate greenhouse gases (GHG Emission Calculator).

Sustainable mobility

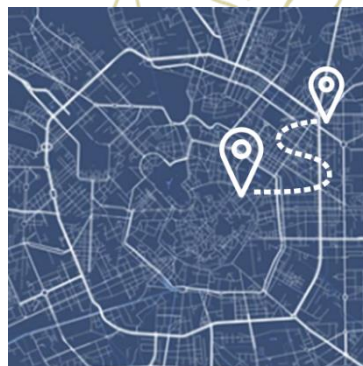


As part of our activities, SHELTER has a role in atmospheric emissions of greenhouse gases from the vehicular traffic of employees' vehicles, as well as from the vehicles of suppliers and visitors.

Company vehicles are mainly used to transport staff for short trips in the surrounding area. All Company vehicles are leased under a lease-type contract and are generally replaced with new vehicles every 4 years.

Given the type of services performed, SHELTER staff make trips throughout the country and beyond; these trips are made by giving preference, where available, to means with less environmental impact (subway, train, etc.).

As for emissions from vehicles of suppliers, Customers and visitors these are associated with indirect environmental aspects, essentially due to the need to reach the offices. The location of the Milan office has been made with logics of containing emissions from the travels of both employees and visitors, with particular



reference to the presence of two subway lines and the proximity of the Centrale railway station as well as Linate airport.

In addition, SHELTER has adopted mobility policies by providing all employees with annual metro and train passes to enable them to reach the office by public transportation. This incentive also has a social benefit by reducing the driving-related stress and risks if incidents.

PROPER MANAGEMENT OF OFFICE EQUIPMENT

- Avoid printing documentation that can be accessed directly on screen (e.g., e-mail)
- Use where possible double-sided printing options, two-sided printing on a single page and low-resolution standby printing for video and pc)

Emissions from corporate travel (Scope 3)

2022	km	Kg CO _{2e}
Cars	19786	2.364
Trains	5989,2	213
Flights	44712	5.246
Total	70487,2	7.617





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Plastic Free policy

The plastic-free policy adopted since 2019 has **saved**, for coffee consumption in the Milan office alone (estimated at about 6,800 units annually), an **amount of plastic** equal to about **40 kg** of single-use plastic, corresponding to about **127 kgCO_{2e}** saved each year.

PLASTIC FREE SINCE 2019

As of 2019, there are no more plastic beverage containers or water bottles in our office. We have purchased thermal water bottles for employees and adopted an energy-efficient solution for washing glass containers that have replaced disposable plastic cups entirely.



Eco-friendly coffee

At the Milan office, the impact related to coffee consumption was improved during the year 2022 by opting for a solution involving compostable pods instead of the ones previously used that did not have these characteristics. The coffee is free for all employees and office's visitors. Implementation began in October 2022, so the overall data, which are not available for this reporting period, will be shared in the next reporting cycle.



Materials used and waste management

The materials used at the offices are quite varied and refer to office and ancillary activities (stationery, paper, etc.). The following table shows the data on the consumption of the most significant materials for the activities carried out by SHELTER.

Prints	2017	2018	2019	2020	2021	2022
Milan	37.790	33.847	34.959	20.866	23.494	26.850
Brindisi					197	863

Starting from 2017, consumption is monitored periodically in order to monitor any unusual increases and consider setting specific targets aimed at reducing consumption. As the table shows, considering the overall trend since the first year of monitoring, paper consumption is decreasing significantly. 2020 was the year with the lowest paper consumption, although the figure should be considered influenced by the health emergency related to the Covid 19 pandemic (staff worked in smart working for a significant period of time). An increase in paper consumption was found in 2021 compared to 2020, but it should be considered that staff were more present in the office, much like the pre-pandemic period.

Regarding the year of 2022, staff presence in the office was higher as work from home decreased. In addition, staffing also increased (4 more resources were hired in 2022 than in the previous year). However, paper consumption remained within the set targets.

As for the Brindisi office, the printer has been in use since November 2021 (before that, the office had none). However, in 2022 the use of paper was limited and commensurate with the number of people present (No. 3).

The local office in Sassari is not yet equipped with printers.

SHELTER produces waste from the office activities it carries out at its premises; the waste produced by the offices is classifiable as urban (as defined in Art. 183 paragraph 1 b ter) Legislative Decree 152/06) and is collected in the municipal circuit, both for Milan and Brindisi.

Regarding the disposal of printer toners, starting in 2020 SHELTER, for the Milan office, has entered into an agreement with A2A recycling for the collection and disposal of used cartridges.

As for the Brindisi office, the printer has been in use since November 2021 (before that, the office had none). So far, no spent toners have been





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produced but a contract has been made with a local disposal centre for collection and management. At the Sassari office, there are no printers.

Regarding waste produced during environmental monitoring activities, its management is fully delegated either to SHELTER's Client or to its subcontractors who assume the role of waste producer.

Water Resources

The consumption of water resources is aimed at supplying the building's toilet network. The water is taken from the Milan public aqueduct and is managed by the Amiacque Company.

As for Brindisi, water is taken from the Brindisi public aqueduct and is managed by the Company Acquedotto Pugliese S.p.A..

SHELTER, in order to limit the consumption of natural resources, adopts the measures listed in the operational instruction "Management of Natural Resources."

As an improvement action, SHELTER has planned to evaluate the potential for reducing water consumption in offices (such as use of jet breakers, reduction of toilet flushing volumes, etc.)

PROPER WATER RESOURCE MANAGEMENT

Do not leave the toilet flush open and always turn off the taps after washing your hands

GHG Summary

According to the information above, the GHG values related to the SHELTER's activities are the following:

Totale Scope 1	2022
kg CO _{2e}	0,88
Totale Scope 2	2022
kg CO _{2e}	2500
Totale Scope 3	2022
kg CO _{2e}	7900

TCFD

TCFD recommendations

TCFD recommendations are a series of suggestions, which should be integrated with the business strategy, developed to help companies communicate clearly and comprehensively about the financial impacts related to climate change. Specifically, the recommendations cover 4 areas: governance, strategy, risk management and metrics and targets.

As regards governance, there are two recommendations, concerning the supervision of the Board of Directors and the role of management.

With respect to the strategy, the TCFD makes three recommendations, asking companies to specify the risks and climate-related opportunities of their choices, the impact of these risks and opportunities and the resilience of the strategy. As for risk management, here too there are three recommendations: the identification and assessment of risks, the management processes and the integration in the overall risk management.

Finally, on metrics and targets, the TCFD asks companies to make public the metrics used, GHG emissions and targets.

SHELTER recognise the relevance of TCFD recommendations integration into its management process and for this reason has set a specific Goal to define a plan to integrate TCFD recommendation into SHELTER's strategy.





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SOCIAL PROFILE

Guiding principles

The Company considers it fundamental, alongside the use of planning-based approach for the execution of business processes and continuous performance improvement, to identify and make available the necessary resources in order

to make possible the execution of the activities themselves, equipping its structure with qualified and motivated personnel and the means necessary to achieve the defined purposes.

The resources needed to achieve improvement in business, environmental, health and safety performance and Customer satisfaction are also reviewed and defined, taking into consideration the capabilities and constraints of existing internal resources and any capabilities obtainable from external suppliers.

Commitment to employee's welfare and H&S

SHELTER maintains an active health and safety management process in order to meet health and safety requirements and implement actions resulting from health and safety risk assessment. Specifically, the elimination of health and safety risks use a hierarchy of intervention criteria, defined as follows:

- elimination of hazards;
- replacement with less hazardous processes, operational activities, materials, substances or equipment;



SHELTER's effort made it possible to reach the goal of **4570 accident-free days**, i.e. from the date of its foundation

- use of organisational/management measures, including training;
- use of appropriate personal protective equipment (PPE).

In addition, no occupational diseases have been reported to date by the competent doctor.

In the year 2021 there was an injury of a labourer employed by a subcontractor of SHELTER, employed in off-shore sediments sampling activities.

Moreover, SHELTER in 2022 invested about 35.000€ in Corporate Social Responsibility, Training, Welfare and Wellbeing projects. On this regard, SHELTER has planned to undertake, for the following year, an assessment project with an external consultant aimed to provide SHELTER's employees with a diagnosis of the level of effectiveness on some key capabilities for the exercise of their professional and managerial responsibilities. The assessment project goal is to identify the main skills that constitute the personal capital of the SHELTER employees (the strong points) and which specific skills we need to improve in order to increase the effectiveness of managerial pragmatism and to exercise the leadership. This diagnosis provides us with the "coordinates" to build an organic and targeted individual development plan.



Our human capital

In our business environment, we have developed a culture that combines organization with flexibility. Attention to people is a crucial element for us. We put the professional growth of each individual at the centre,

“

We have created an organized but youthful and flexible company. Everyone's **professional growth** comes through **meritocracy** and by paying attention to the **human side**.

”





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based on the principles of meritocracy and pay special attention to the human aspect. SHELTER firmly believes that the real difference is always made by people: everyone has the potential to make a significant contribution. Every member of our team feels involved and this fuels constant motivation and commitment.

Number of employees	2020	2021	2022
Women	6	5	6
Men	11	10	10
Total	17	15	16

Human Resources Profile	2022		
	Women	Men	Total
Manager	1	6	7
Employees	5	4	9
Total	6	10	16

Age Of Human Resources	2022		
	Women	Men	Total
From 20 to 30 years old	2	1	3
From 31 to 40 years old	3	2	5
From 41 to 50 years old	0	6	6
From 51 to 60 years old	1	0	1
More than 60 years old	0	1	1
Total	6	10	16

Although our workforce has grown, we have never stopped taking individual needs into account. Some tangible demonstrations of this focus include adopting long-term contractual tools (80% of staff on permanent contracts and 100% of internships converted in permanent positions) implementing a multi-year training plan and fostering an open environment for discussion. In

addition, we recognize the importance of sustainable mobility and offer our employees annual public transportation passes as a Company benefit.

This approach has led to human resource retention and, as a result, an extremely low turnover rate. Each individual feels an integral part of our team and this has a positive impact on cohesion and overall efficiency. The professional prospects we offer are highly stimulating. Being a consultant at SHELTER means working in an international environment, traveling, communicating in different languages and interacting with very different corporate cultures. Working with us means helping to build vital infrastructure, developing projects that promote the restoration of landscapes and promoting the expansion of businesses, always with an eye toward sustainability.

In essence, being part of our team of engineers, scientists, consultants and managers means being committed to creating a better world. We firmly believe that putting people at the centre of our initiatives is critical to achieving long-term sustainability.

For us at SHELTER, moreover, annual get-togethers and



“ At SHELTER there is a focus on the individual employee. From a professional point of view, we are not considered mere executors, but **collaborators who make an active contribution in projects**. On the human level, mental and physical well-being is ensured in the office. ”





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sharing occasions, which go beyond professional commitments, are an ingrained and fundamental tradition of our corporate culture. They are repeated regularly to remind us that although we work individually in the field to deliver our professional services, we are part of a cohesive team in which everyone contributes significantly to achieve a common goal. These experiences strengthen our sense of belonging and remind us of the importance of collaborating and supporting each other in the pursuit of success. As, for example, in the year 2022, on the weekend in North Sardinia where, immersed in the wonders of the protected areas of Asinara Park, we combined our personal aptitudes with our professional ambitions, taking the occasion to engage in "2002 Environmental Day" by removing some trash we found on our route.

The development and enhancement of skills

Hours of Training	2020	2021	2022
Total hours	196	123	176
Amount (€)	9.490	10.900	9.710

During 2022, **176 hours** of training and refresher courses were provided, with an expenditure of about **€10.000**

Personnel are subjected to training activities with regard to the relevant requirements so that they are made aware of:

- On the relevance of their contribution and the importance of their activities in achieving the set objectives;
- On the Company Policy and

objectives relevant to their activities;

- On the ESG performance achieved by the Company year by year and the setting of new sustainability targets;
- On the relevant environmental impacts and risks that individuals' activities generate or have the potential to generate;
- On the importance of maintaining compliance with the requirements of relevant standards and their translations into the Company's specificity;
- On the potential consequences of deviating from the Company's requirements and the implications of not complying with the requirements of the System;
- On the safety and environmental benefits of improving the behaviour and performance of individuals;
- On the roles and responsibilities of individuals in achieving compliance with the requirements provided;
- On the roles and responsibilities of individuals to deal with and respond appropriately to safety and environmental emergencies. In particular, Emergency Officers attend courses at specialized organizations of varying duration depending on the risk classification in the realities in which they work, during which they acquire the necessary theoretical and practical elements of fire prevention and extinction. First Aid Officers attend specific courses on the subject according to a defined program.

SHELTER also ensures that each worker falling within its sphere of responsibility receives sufficient and adequate information and training on environment and health, with particular reference to:

- Concepts of risk, danger, damage, environmental appearance and impact, prevention, protection, organization of Company prevention,



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rights and duties of various Company subjects, supervisory bodies, control, assistance;

- Job-related environmental risks and impacts, related possible health and safety and environmental harm and consequent corporate prevention and protection measures and procedures. In addition, Safety, Environment, Management (DSA), also for the purpose of staff awareness, promotes, keeping records of:
- Meetings and gatherings on environmental and safety issues and related system performance;
- Events, at which the main objectives achieved and new goals are shared with the Supervisors/Supervisors; in turn, the Supervisors/Supervisors are responsible for transferring the relevant information to the employees; DSA keeps records of the events promoted and participation in them;
- The election or designation of the Workers' Safety and Environmental Representative (RLSA).



Gender Equal Opportunity

Since our foundation, we have created an inclusive work environment that promotes and enhances the presence and contribution of women to the growth of the organization. Aware that this commitment is a crucial factor in attracting human resources, as well as an increasingly relevant element in Customers' expectations, SHELTER planned to undertake an assessment with regard to its positioning in the area of gender equality, considering the

evolution of SHELTER's services and market trends, with the purpose of evaluating possible improvement actions.

Customer satisfaction

The Company maintains an effective communication system with the Client in order to provide the necessary information regarding the service provided and to collect their requests and feedback information, including complaints.

Communication with the Client regarding information related to quality, environmental or health and safety aspects is maintained by Client Managers with the support of the HSEQC function. In addition, the Client Managers, through the Project Managers, conduct interfacing with the Client at the end of service delivery for monitoring Customer satisfaction. In 2022, a total of 14 clients (representing the 90% of the overall turnover) have been questioned (via online questionnaire) regarding their satisfaction about SHELTER's services. The responses received (21 % of the submitted questionnaires) provided an average value of 8,3 out of 10, with special emphasis on timing of projects (9 out of 10), the coherence of services provided with regard to the contract terms (8,7/10), same satisfaction level as technical skills and the capacity to adapt to project deviations. Despite gaining an overall positive feedback (7,3/10), the prompt management of concerns and the commercial interphases are point of attention for SHELTER. The general feedback provided by our Clients indicates SHELTER as a solid Company with which to maintain a supply relationship over time and to be recommended to other Companies.

Sustainable supply chain management

SHELTER keeps the procurement process under control to ensure that the goods and services purchased comply with the desired and specified requirements in terms of both technical, environmental and health and





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safety. This process affects both the procurement of goods and services and the provision of outsourced services or processes.

SHELTER has established and carries out systematic controls of the supplies received, taking into account the criticality of the product/service provided, the supplier and any reports of audits carried out at the supplier's premises.

In defining the controls to be carried out, the assessments made on the supplier during qualification (particularly on its control capabilities) and the performance of supplies over time are taken into account in order to optimize the type and quantity of controls for suppliers with consistent, qualitative performance.

The procurements made by SHELTER are mostly related to supplies of professional services from freelancers or service companies and, only rarely, to supplies of goods.

In all cases, SHELTER uses for supplies that may affect the quality of the services provided, or its own environmental or health and safety performance, only qualified suppliers included in the appropriate Qualified Supplier List for the specific type of service or product.

Regarding suppliers, an assessment is made of the technical components (quality of supply) and service components (adherence to timelines, availability, etc.) of the supplies made, any environmental and health and safety aspects.

Regarding contractors, it is required at the qualification stage that they demonstrate that their operators possess adequate professionalism and have received specific training on health, safety and environmental issues. In addition, through specific contractual clauses, an adequate level of competence is ensured for personnel not belonging to the Company but operating under its control carrying out activities that may affect the

compliance of the service provided and the performance of the System, or generate environmental or health and safety impacts; SHELTER also requires, prior to the provision of the required activities, evidence of the adequate competence achieved by such persons, or, where applicable, of the possession of the required qualifications.

The evaluation for supplier qualification does not take into account the economic aspects of the supply, which remain the responsibility of the function involved in the purchase, to which, at the time of the order, remains the right to choose the supplier from among the various qualified for the type of supply desired, unless there are binding technical or customer/buyer requirements.

The sustainability path undertaken by SHELTER will also have an impact in the process of evaluating suppliers according to ESG criteria that are aligned with SHELTER's objectives. In this regard, the definition of indicators to be used as the basis for such assessments is being studied internally.





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Corporate Social Responsibility

In our first ten years of operation, we have always looked around and committed ourselves to trying to contribute to the welfare of the community. We have helped worthy initiatives that are in line with our philosophy of social responsibility. Helping the environment means helping the people who live in it. Therefore, we are committed to giving support to socially beneficial initiatives both in the local and wider context. The main initiatives supported are listed below.

SOS CHILDREN'S VILLAGES



SOS VILLAGGI
DEI BAMBINI
ITALIA

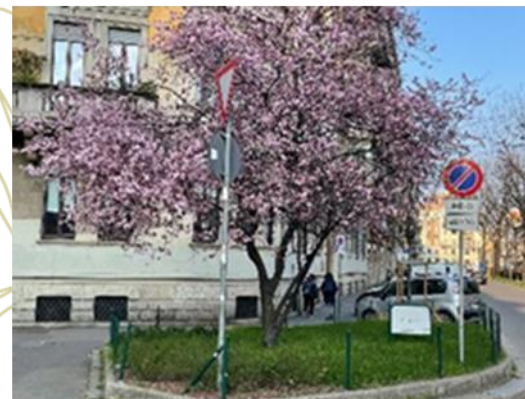
Worldwide organization founded in Austria in 1949. Provides support to children without family care or at risk of losing it. It guarantees each of them the right to grow up peaceful and healthy in a welcoming family environment, developing their full potential.

- **Long-distance adoption:** through this association, we long-distance adopted an Ethiopian child whose father was orphaned and who was estranged from his mother, who was having financial difficulties in providing for him.



FLOWERBED MANAGEMENT

From the City of Milan for a project to redevelop and maintain a public green area located near our office.





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LEONE MORESSA FOUNDATION

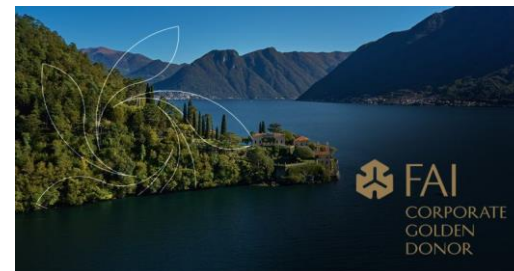
Foundation responsible for studying immigration, multi-ethnic relations and the impact of migration policies, preparing an annual report and organizing events, seminars, debates, training and awareness-raising courses aimed at improving conditions for social integration. We contribute annually to support the foundation.



SHELTER WITH FAI TO PROTECT BEAUTY AND CREATE VALUE

Some things, such as the beauty of our country, must be protected every day, with continuity and determination. For this reason, we have decided to support FAI-Fondo Ambiente Italiano by joining the Corporate Golden Donor corporate membership program. Together with FAI, we want to carry out a great protection project that is also an ambitious cultural challenge: to make Italy a more beautiful place to live, work and raise our children. Our Corporate Social Responsibility (CSR) commitment to support FAI (Fondo Ambiente Italiano) will continue in 2023. This commitment adds vision and content to our corporate mission, consistent with our goal of improving the world in which we live. Indeed, the landscape and cultural heritage, which FAI safeguards and promotes, represents a unique capital in the world and the fundamental resource in which to invest to revive, develop and enhance our wonderful country.

Every day, FAI is committed to protecting and making accessible to all splendid treasures of art, nature and culture scattered throughout the countryside, cities and coasts of our country; to educating and raising public awareness of the knowledge, respect and care of art and nature; and to acting as a spokesperson for the demands of civil society by supervising and actively intervening in the territory. With FAI, we want a more protected and more beautiful Italy. It is a responsibility we take on as professionals of environmental sustainability and as citizens.





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ECONOMICAL PROFILE



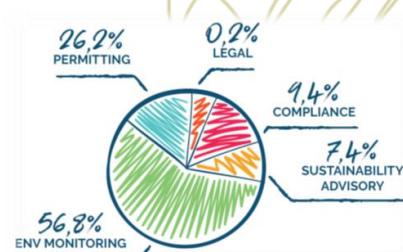
Since its foundation SHELTER provided considerable financial performance, either in terms of overall revenue or the quality of the turnover.

The continuous effort in expanding the type of services and consolidating the relationship with Clients are the pillars of this performance, together with the commitment and professionalism of the human capital.



Economic performance: value generated

The revenue growth is driven by environmental monitoring services that are associated with large operating activities (this service being about the 57% of the 2022 revenue).



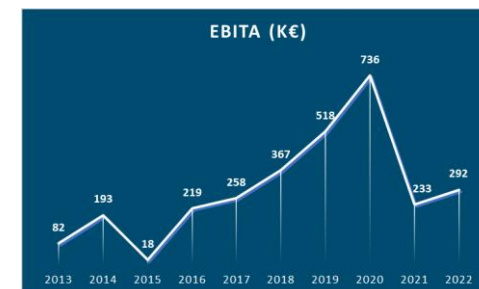
Economic performance: value distributed

SHELTER constantly invested in its human capital well-being, assuring competitive remuneration policies, training and initiative to enhance the sense of belonging to the Company.

In 2022 about **45.000€** were invested in Corporate Social Responsibility (CSR), Training, Wellbeing and Welfare.

Distribution of Added Value

As result of the operations a relevant Ebita increase was ensured in the years: the peak being in 2020 due to a highly successful project; from 2021 SHELTER is undertaking a series of investments as consolidating and expanding the seniority of the personnel and opening two operating offices in 2021 and 2022. These investments are creating the basis for a larger and solid growth in the upcoming years, starting from 2023 where the outlook for SHELTER is to increase by at least 50% its financial performance.





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ESG RATING

By joining Open-es, SHELTER had the opportunity to evaluate its sustainability performance through comparisons with sector benchmarks. This, together with the findings of the sustainability reporting process, has allowed us to identify priority actions for improvement, actively participate in the community with exchange of advice and share experiences, projects and success stories. Currently, SHELTER has a **Open-es level of 73/100** built according to four sustainability pillars (People, Planet, Prosperity and Governance Principles), this level being significantly higher than the media benchmark. From the image below, it is clear that **SHELTER consistently maintains above-average scores across all four pillars of sustainability**. These feedback supported SHELTER into the definition of its ESG Goal.



Sustainability Scoring Detail

Small

Professional Services

Please enter one or more s

People

Weight 43%



81 out of 100

Not yet validated (0 points on 8.6)

Benchmark Average

29 over 100

Top Benchmark

100 over 100

Business distribution

0-10	35.00%
11-25	17.00%
26-50	26.00%
51-75	14.00%
76-100	6.00%

Planet

Weight 17%



70 out of 100

Not yet validated (0 points on 3.4)

Benchmark Average

13 over 100

Top Benchmark

96 over 100

Business distribution

0-10	56.00%
11-25	26.00%
26-50	11.00%
51-75	4.00%
76-100	1.00%

Prosperity

Weight 14%



73 out of 100

Not yet validated (0 points on 2.8)

Benchmark Average

25 over 100

Top Benchmark

100 over 100

Business distribution

0-10	39.00%
11-25	21.00%
26-50	21.00%
51-75	12.00%
76-100	5.00%

Principles of Governance

Weight 26%



62 out of 100

Not yet validated (0 points on 5.2)

Benchmark Average

15 over 100

Top Benchmark

98 over 100

Business distribution

0-10	48.00%
11-25	32.00%
26-50	12.00%
51-75	4.00%
76-100	1.00%



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ESG GOALS

Based on the first sustainability reporting it is possible to identify a set of goals SHELTER is committing to reach by implementing dedicated actions.

Based on the first sustainability reporting it is possible to identify a set of goals SHELTER is committing to reach by implementing dedicated actions.

- **Carbon footprint:** enlarge the basis of carbon footprint data collection to ensure a full covering of all SHELTER's operations;
- **Contribution towards Net Zero:** elaborate a roadmap to set the ambitions of SHELTER's contribution towards net zero approach;
- **TCFD recommendations:** define a plan to integrate TCFD recommendation into SHELTER's strategy;
- **Human resources:** define dedicated programs to assess and analyse equal opportunity policies and benchmark;
- **Compliance:** run specific anti-corruption awareness program for all employees;
- **Water resources:** evaluate opportunity to implement policies to reduce water-related consumptions;
- Expand materiality process via **double materiality** assessment.





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GRI INDEX



GRI Standard/Other source	Disclosure	Reference*	Reasons for omission
GRI 2: General Disclosure 2021	2-1 Organizational details	3	
	2-2 Entities included in the organization's sustainability reporting	3	
	2-3 Reporting period, frequency and contact point	3	
	2-6 Activities, value chain and other business relationships	12	
	2-7 Employees	33	
	2-9 Governance structure and composition	16	
	2-12 Role of the highest governance body in overseeing the management of impacts	11	
	2-14 Role of the highest governance body in sustainability reporting	11	
	2-22 Statement on sustainable development strategy	8	
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ESG Highlight



About SHELTER



Our Services



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



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