

Sustainability Report 2022

Executive Summary

66

*The world as we have created it is a process
of our thinking.*

*It cannot be changed without changing our
thinking.*

Albert Einstein

99





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



ESG Goals

Sustainability report – 2022 Executive Summary

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 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 division 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.

We understand that sustainability is an ongoing journey and we are committed to constantly improving our practices to help create a more fair and sustainable world for all.



MARCO SCABBIA
Partner - Managing Director



STEFANO LODI
Partner - Director



SERGIO MEOLA
Partner - Director

METHODOLOGICAL NOTE

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:

Reporting boundary: SHELTER sites, located in Milan (headquarters), Brindisi and Sassari.

Reporting period: Fiscal year 2022, 1 January 2022 - 31 December 2022.





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary

INDEX

Letter to Stakeholder2

Methodological note2

INDEX **3**

ESG HIGHLIGHTS..... **4**

SUSTAINABILITY AT SHELTER **5**

ABOUT US..... **5**

Company Profile, Identity and Governance5

OUR STORY **5**

MISSION AND VALUES **6**

OUR SERVICES **6**

GOVERNANCE **6**

ESG RISK MANAGEMENT..... **7**

MATERIALITY ANALYSIS..... **8**

OUR MATERIAL TOPICS **8**

ENVIRONMENTAL PROFILE **9**

SOCIAL PROFILE **11**

CORPORATE SOCIAL RESPONSIBILITY..... **13**

ECONOMICAL PROFILE..... **14**

ESG RATING & GOALS **15**

ESG RATING **15**

ESG GOALS..... **15**





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary

ESG Highlights



Scoring sostenibilità
73/100



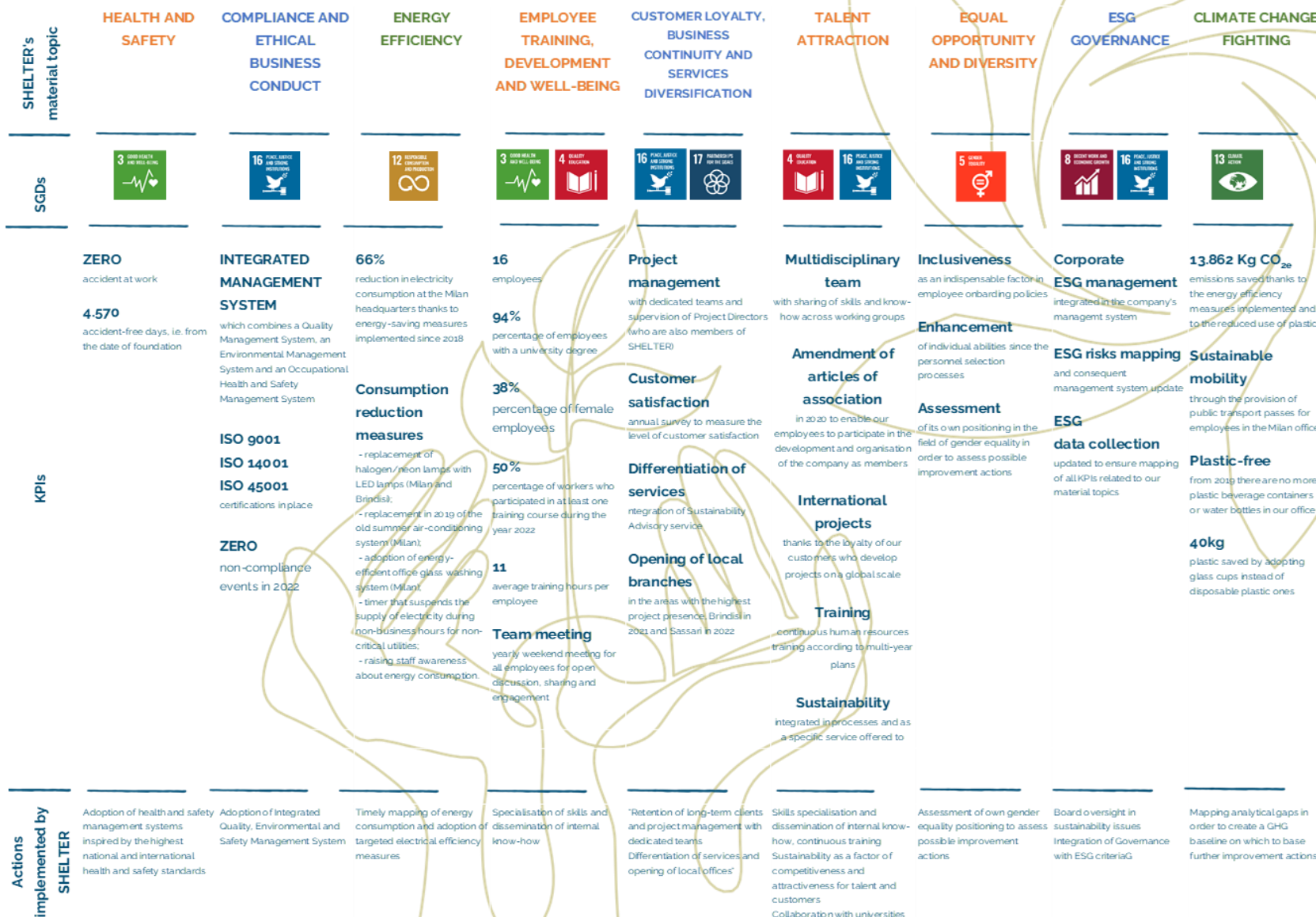
Revenue per service



Revenue per sector

	2018	2019	2020	2021	2022
FATTURATO REVENUE	2,679	3,040	3,379	3,50	3,456
N° COMPONENTI N° EMPLOYEES	17	18	17	16	18
Abili	367	618	776	233	292

General data overview





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



ESG Goals

Sustainability report – 2022 Executive Summary

SUSTAINABILITY AT SHELTER

About us

SHELTER is a diverse team of engineers, environmental and agricultural scientists, consultants, and managers united by a shared passion for creating a better world. Our mission involves supporting organizations in sustainable development, respecting both the environment and people. Operating nationally and internationally, we offer consulting services to leading Companies across various sectors such as Oil & Gas, Energy, Food, Manufacturing, Chemical and Pharmaceutical Industry, Infrastructure, Renewable Energy and Public Administrations.

With experience in national and international projects, including offshore contexts, SHELTER currently comprises around twenty employees and a network of external professionals. Employee participation in the company's success is pivotal, leading to a 2020 amendment allowing key employees to become partners, fostering motivation, retention and a sense of shared growth.

Our strengths lie in managing the entire project life cycle, multidisciplinary expertise, an international approach and a strong focus on customer relations.

“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.”

COMPANY PROFILE, IDENTITY AND GOVERNANCE

Our Story



Founded in 2010, SHELTER has evolved through growth, social responsibility and sustainability. From expanding consulting contracts to achieving certifications, green initiatives and key projects like the Trans-Adriatic Pipeline, the Company has demonstrated its commitment.

With HS and E certifications, structural transformations in 2020 and strategic expansions in 2021 and 2022, SHELTER has demonstrated resilience and adaptability. In 2022, the Company diversified its services into sustainability advisory, producing, among others, the first sustainability report for a primary African Oil&Gas Company and sharing its Sustainability Report as well, marking a pivotal step in SHELTER's commitment to positive impact and innovation in environmental and HSE consulting.



ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



ESG Goals

Sustainability report – 2022 Executive Summary

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.



Our services

SHELTER's activities are divided into 5 macro areas:



Full description of SHELTER services:

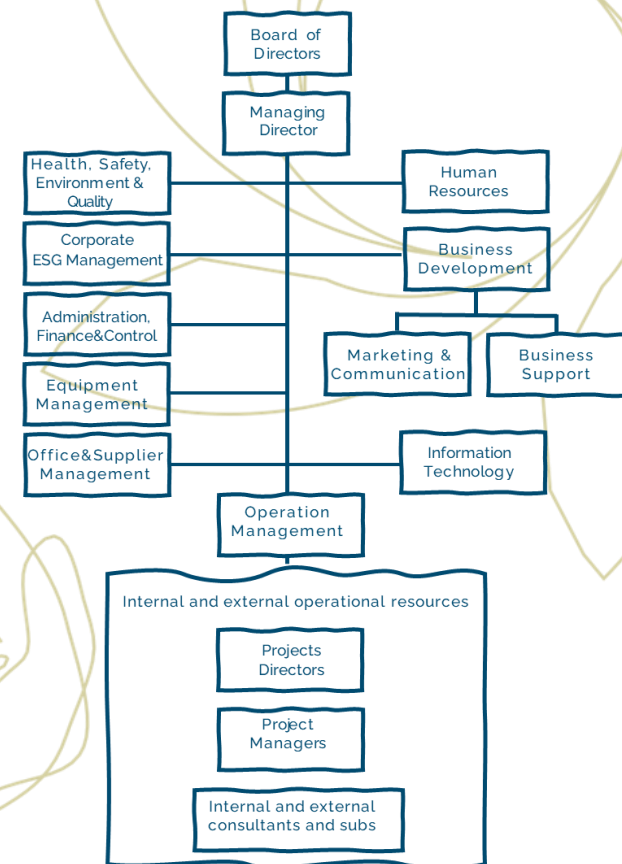
➔ [SHELTER – The Consulting to Sustain your Business \(shelter-srl.com\)](https://shelter-srl.com)

Governance

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

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

SHELTER collaborates with an external auditor, a Single Statutory Auditor, with the authority to ensure compliance with laws and the Articles of Association. His focus is on supervising the correctness of acts and resolutions by corporate bodies. The Single Statutory Auditor oversees compliance with statutory provisions, laws, and regulations, including those governing Company operations and relations with institutional bodies.



Organisational Chart



ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



ESG Goals



Sustainability report – 2022 Executive Summary

ESG Risk Management

RISK CATEGORY	ESG	RISK DESCRIPTION	PREVENTION AND MITIGATION MEASURES	RISK-RELATED MATERIAL 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	✓Energy efficiency
			New long-term rental company cars	✓Fight against climate change
OPERATIONS	E	Unavailability of analytical parameters and measurements due to incorrect execution of the environmental monitoring	Preferential use of public transport.	✓Reliability, continuity and efficiency of services
			Maintenance and calibration procedures for instruments prior to the execution of field activities	✓Training, development and well-being of human resources
			Supervision of senior project managers on each project	
GOVERNANCE	G	Loss of competitiveness due to third-party assessment based on ESG criteria	Staff training and on-site coaching	✓ESG Governance
				✓Compliance and ethical conduct of business
				✓Dialogue with stakeholders
HUMAN RESOURCES	S	Accidents occurring		✓Talent attraction
			ESG performance monitoring and measurement to define related improvements	✓Fight against climate change
				✓Occupational Health and safety
HUMAN RESOURCES	S	Inadequate training to the required quality level	Adoption of a security management system	✓Compliance and ethical conduct of business
			Monitoring of safety performance	✓Training, development and well-being of human resources
				✓Training development and well-being of human resources
HUMAN RESOURCES	S	Inadequate capabilities to attract new talents and motivate and retain own human capital	Sharing of know-how of equiparable projects	✓Training development and well-being of human resources
			Internal training to increase and diversify staff skills and competencies	
			Internal training to increase and diversify staff skills and competencies	✓Training, development and well-being of human resources
LEGALE AND REPUTATIONAL	E, S, G	Risk of reputational loss from regulatory non-compliance or corruption events	Measurement and sharing of ESG value generated by Company's operations	✓Talent attraction
			Dedicated sustainability-oriented policies	
				✓Compliance and ethical conduct of business
STRATEGIC - ORGANIZATIONAL	G	Inadequate adaptation to changing market conditions	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	✓ESG Governance
			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

Please protect the environment. Do not print this document, thanks



ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary

MATERIALITY ANALYSIS

The key part of the sustainability reporting is the materiality analysis, the process aimed to support the identification of the most important areas to focus on, in order to prioritize 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.

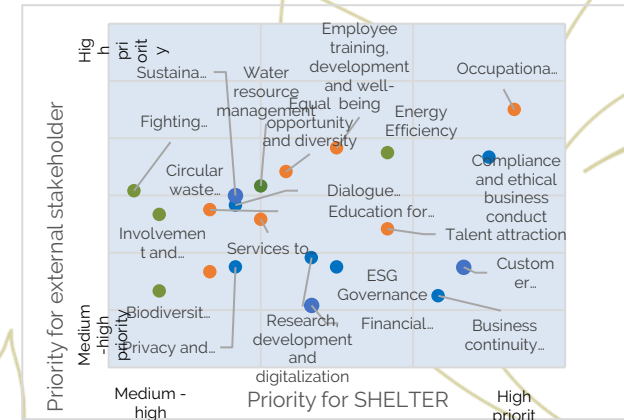
SHELTER identified possible material topics according to own and Clients' sectors market benchmark and consequently SHELTER submitted them to the Board for approval to consolidate a list of material topics broken down by the three ESG dimensions (Environment-Environmental, Social and Governance).

The main stakeholders involved in the process:

- N. 7 Internal stakeholder (Incl. Board): in-person workshop;
- N.24 External stakeholder: online questionnaires.

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."



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



ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary

ENVIRONMENTAL PROFILE

SHELTER primarily engages in intellectual activities, with environmental monitoring being the only exception. To address potential environmental impacts related to office management and employee travel, the Company has considered these aspects. Adopting a specific operating instruction called "Management of Natural Resources," SHELTER aims to reduce natural resource consumption. This initiative recognizes the dual benefit of preserving the environment by minimizing the use of non-renewable raw materials and cutting operational costs. The operational instruction, detailed in the report, is built on four pillars: electricity saving, proper management of office equipment and water resources, application of separate waste collection, and rationalization of the micro-climate.

Climate change fighting

GHG Protocol

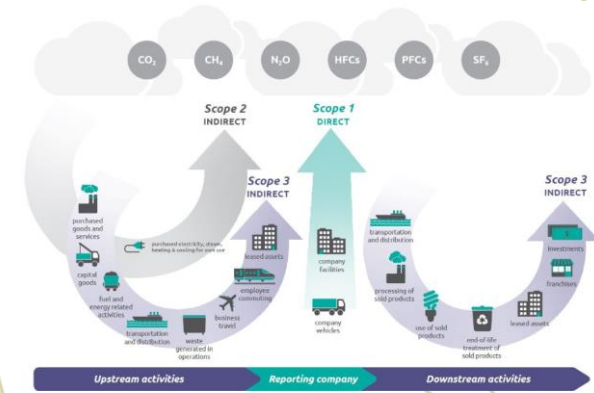
The Greenhouse Gas Protocol (GHG), based on a 20-year partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), establishes a standardized global framework aimed at measuring and managing greenhouse gas (GHG) emissions from operations 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;

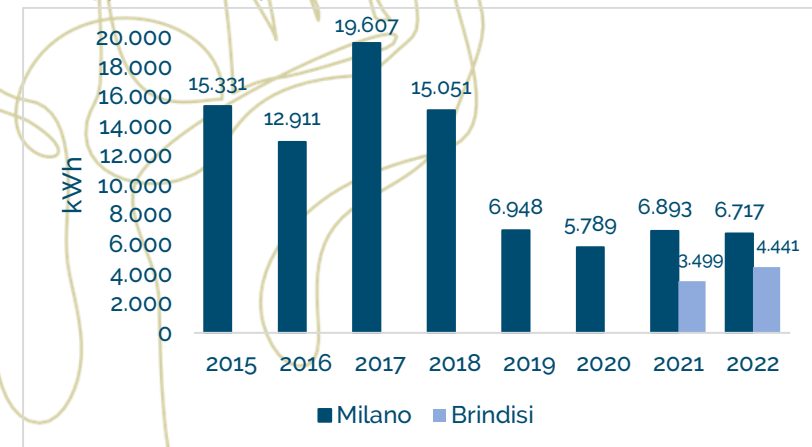
Scope 3, include all other indirect emissions that are generated by the company's value chain.



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

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

Energy efficiency





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary

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

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).

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

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.

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

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.

Eco-friendly coffee



100% compostable pods in the internal canteen, as gratuity for all employees and office's visitors

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.





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



ESG Goals

Sustainability report – 2022 Executive Summary

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.



Commitment to employee's welfare and H&S

SHELTER actively manages health and safety to meet requirements and implement actions from risk assessments. The approach involves a hierarchy of intervention criteria: eliminating hazards, substituting with less risky processes, organizational measures, and, when needed, personal protective equipment. No occupational diseases have been reported. In 2021, there was an injury to a subcontractor's labourer during offshore sediment sampling.

“

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.

”

“

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**.

”

Our human capital

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	7	8
Employees	5	3	8
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





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary

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**

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.

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 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.





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



ESG Goals



Sustainability report – 2022 Executive Summary

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

- Long-distance adoption:



SOS VILLAGGI
DEI BAMBINI
ITALIA



FLOWERBED MANAGEMENT



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

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

We have decided to support **FAI-Fondo Ambiente Italiano** by joining the **Corporate Golden Donor** corporate membership program.





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economic profile



ESG Goals

Sustainability report – 2022 Executive Summary



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.





ESG Highlight



About SHELTER



Our Service



Governance



Our Material topics



Environmental profile



Social profile



Economical profile



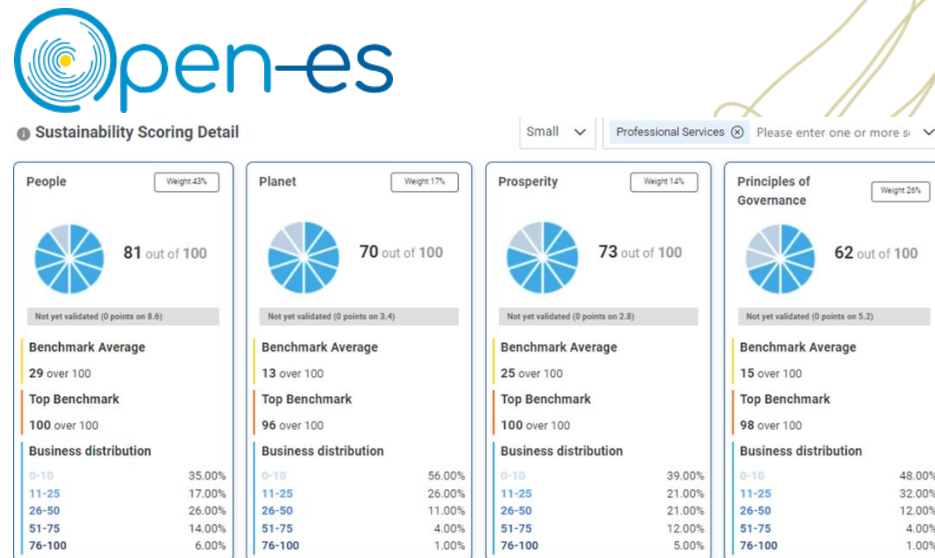
ESG Goals

Sustainability report – 2022 Executive Summary

ESG RATING & GOALS

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**. This feedback supported SHELTER into the definition of its ESG Goal



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.



SHELTER SRL

Headquarter

Viale Gran Sasso, 13 - 20131 Milan (Italy)

+39-02-49476764

info@shelter-srl.com

Local Branch

Brindisi (Italy)

Sassari (Italy)

