

Global Compact reconciliation table

THE TEN PRINCIPLES	SUSTAINABILITY REPORT 2021	PAGE
Principles 1, 2 - Businesses are required to promote and respect universally recognized human rights within their sphere of influence and to ensure that they are not complicit in human rights abuses, even indirectly.	<p>Human rights The Company is committed to ensuring and promoting respect for human rights, a priority for the Group, in all business areas and among all stakeholders, whether Group employees or suppliers. The activities are conducted in accordance with fundamental human rights standards. As proof of this commitment, the Group's policies and practices are aligned with:</p> <ul style="list-style-type: none"> the International Bill of Human Rights, including the United Nations (UN) Universal Declaration on Human Rights; fundamental Conventions of the International Labor Organization (ILO); Guidelines of the Organization for Economic Co-Operation and Development (OECD) for Multinational Enterprises; the Ten principles of the United Nations Global Compact. <p>Fincantieri promotes sustainability and business ethics in the supply chain by conducting human rights, environmental, occupational health and safety audits on its suppliers. Fincantieri protects occupational health and safety through training, awareness and information initiatives.</p>	56-57; 62-63; 96-97; 106-108; 137; 147
Principles 3, 4, 5, 6 - Businesses are required to uphold workers' freedom of association and recognize the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; the elimination of all forms of discrimination in respect of employment and occupation.	<p>Labour Fincantieri is committed to complying with the ILO's four core labour standards, as set forth in the Declaration on Fundamental Principles and Rights at Work:</p> <ul style="list-style-type: none"> freedom of association and the right to collective bargaining; elimination of all forms of forced or compulsory labour; effective abolition of child labour; elimination of all forms of discrimination in respect of employment and occupation. <p>Fincantieri rejects any form of discrimination based on ethnicity, colour, gender, age, disability, sexual orientation, religion, political opinion, nationality and social origin. It is committed to maintaining a work environment that is free from any and all forms of violence or harassment. Fincantieri regulates its relationships with political organizations and labour unions exclusively based on the current laws, regulations and agreements/contracts, guaranteeing the highest principles of transparency and correct conduct. Fincantieri is committed to initiatives to balance life and work. Fincantieri provides employees with training and professional development paths.</p>	56-57; 62-63; 96-97; 106-108; 128-155

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Principles 7, 8, 9 - Businesses are required to support a precautionary approach to environmental challenges; undertake initiatives that promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.	<p>Environment Fincantieri is committed to:</p> <ul style="list-style-type: none"> reducing its direct impact by reducing consumption and waste produced, and prioritizing the use of eco-sustainable resources, such as certified energy from renewable sources; protecting the environment and seeing the environmental management system as the tool for implementing and monitoring the actions taken to carry out the commitments made; following all the international best practices to minimize a ship's environmental impact throughout its entire life cycle. The Group is committed to developing new technologies to save energy, reduce emissions and increase the performance and quality of its ships; also making its suppliers aware of environmental aspects. 	170-214
Principle 10 - Businesses are committed to working against corruption in all its forms, including extortion and bribery.	<p>Anticorruption Fincantieri disseminates ethical principles and corporate values and provides training on legality and anticorruption issues. Fincantieri carries out reputational audits on suppliers and third parties. No corruption cases were reported in 2021.</p>	56-57
Support for the Sustainable Development Objectives	Fincantieri is also committed to contributing to the achievement of the Sustainable Development Goals defined by the United Nations, in particular, the Company is active on goals 5, 7, 8, 9, 12, 13, 14 and 17.	24; 42-43

