

# F INCANTIERI GROUP: CHARTER OF SUSTAINABILITY COMMITMENTS

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Approved by the Board of Directors on 8 March 2018

## INTRODUCTION

*Value is created through responsible management of growth that is and will be increasingly intelligent, sustainable and inclusive, to the advantage of the company, the citizens, and the community.*

A company is sustainable when each person has understood its value and reflects in their everyday work the fundamental principles of responsibility, commitment and consideration for stakeholders expectations, creating a virtuous cycle that generates synergy and shared, proactive commitment. Fincantieri is one of the world's leading shipbuilders and this position comes with the responsibility to act in a sustainable manner. In fact, it is in our interest to combine competitiveness with environmental sustainability and social responsibility. Sustainability for us is a long journey whose destination is the creation of sustainable value.

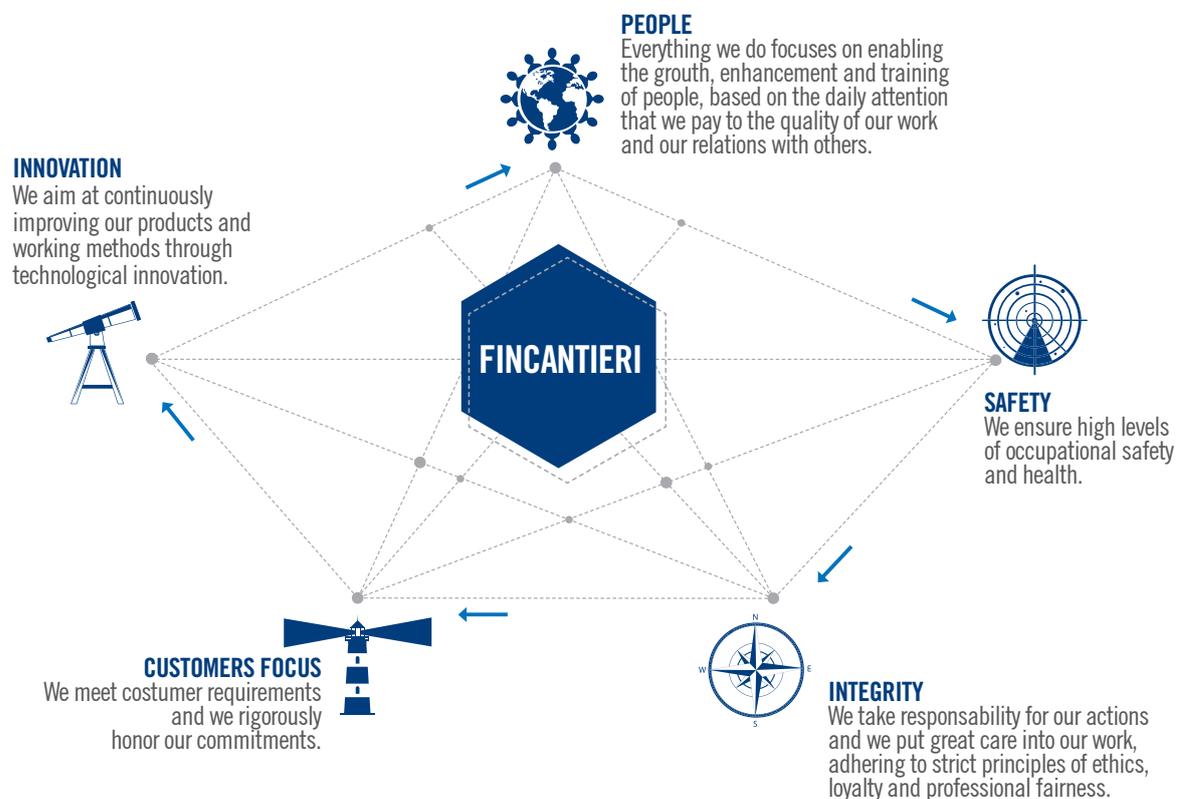
## OUR MISSION

Technological development and continuous improvement are the goals that we have set for ourselves, and we are determined to pursue them.

Our every action, project, initiative or decision is based on principles and guidelines that are implemented across the Group: strict observance of the law, labour protection and protection of the environment, safeguarding the interests of our shareholders, employees, clients, trade and financial partners, local communities and groups, creating value for every stakeholder.

## OUR VALUES

The values are fundamental guidelines, cornerstones of the business, recognized and adopted by all who work in the Group, in individual, corporate and team actions.



## OUR PRINCIPLES

Our principles are included in the Code of Conduct, which provides that all of the Group's activities are performed observing the laws, international conventions and in strict respect for human rights as sanctioned by the Universal Declaration by the United Nations.

We work within a framework of fair competition with honesty, integrity, decency and good faith, with respect for the legitimate interests of our stakeholders, shareholders, employees, customers, commercial and financial partners, civil society and the local communities in areas in which we are present with our business.

We believe that success can be long lasting only with responsible, ethical business management; the Group's actions are performed with integrity, honesty and dedication and based on mutual trust, so that growth is also guided by the principle of shared values.





## OUR COMMITMENTS

Our mission, values and principles mean that we have to commit ourselves to increasingly sustainable and responsible development. This duty is expressed in our desire to develop, among the “material” topics, those most relevant for both the Group and its stakeholders. For these topics, specific indicators have been selected, for which Fincantieri must develop concrete and coherent actions and initiatives.

MACRO AREA	MATERIAL TOPIC	COMMITMENT
 <b>Governance</b>	Governance and business integrity	<ul style="list-style-type: none"> <li>Promotion of the sustainability culture in line with the Group Values. Encouraging managers to think in a sustainable manner within their sphere of influence</li> <li>Maintenance of the Corporate Governance system and risk management (including sustainability risk) in line with international best practices</li> <li>Respect for the law and prevention of corruption in all spheres of influence</li> <li>Integration of sustainability topics in dialogue with stakeholders (timeliness, accuracy, and exhaustive flow of information to stakeholders)</li> <li>Implementation of a reporting system for the non-financial information with the aim of informing stakeholders of the sustainability policies/strategies and the results attained in a transparent manner</li> </ul>
 <b>Economic resp.</b>	Economic and financial sustainability	<ul style="list-style-type: none"> <li>Increasingly sustainable and responsible corporate performance, creating the conditions for development that ensures the needs and expectations of all stakeholders are met</li> </ul>
	Procurement activities	<ul style="list-style-type: none"> <li>Promotion of a responsible and sustainable supply chain based on long-lasting relationships founded on integrity, transparency and respect</li> </ul>
 <b>Human resources resp.</b>	Protection of employment and labour union relationships	<ul style="list-style-type: none"> <li>Employment and job protection to promote economic and financial sustainability</li> </ul>
	Training and education	<ul style="list-style-type: none"> <li>Promotion of growth, training and enhancement of human capital</li> </ul>
	Company welfare	<ul style="list-style-type: none"> <li>Increase the wellbeing of personnel through innovative solutions rather than traditional ones</li> </ul>
	Diversity and equal opportunity	<ul style="list-style-type: none"> <li>Promotion of programmes to promote diversity and inclusion within the Group</li> </ul>
	Health and safety in the workplace	<ul style="list-style-type: none"> <li>Pursue improvements in workers' health and safety</li> </ul>
 <b>Social resp.</b>	Relations with local communities	<ul style="list-style-type: none"> <li>Dialogue with and support for local communities through social, cultural and educational initiatives.</li> <li>Collaboration with governments, national and international associations to adopt policies and strategies to contribute to a healthy, resilient and sustainable society for everyone</li> </ul>
	Human rights	<ul style="list-style-type: none"> <li>Respect for human rights through the adoption of policies and creation of programmes to promote diversity and inclusion within the Group</li> </ul>
 <b>Product resp.</b>	Product quality, compliance with technical standards	<ul style="list-style-type: none"> <li>Continuous improvement of quality and respect for technical standards, in all phases of the production process to meet the high standards required by the business</li> </ul>
	Innovation, research and development	<ul style="list-style-type: none"> <li>Investments in research and innovation with the aim of developing sustainable, efficient, safe and competitive products and processes</li> </ul>
	Customer satisfaction	<ul style="list-style-type: none"> <li>Listen to expectations/demands and maximize customer satisfaction</li> </ul>
 <b>Environmental resp.</b>	Climate change	<ul style="list-style-type: none"> <li>Support for research to improve the analysis and management of risks associated with climate change</li> </ul>
	Environmental management	<ul style="list-style-type: none"> <li>Action to raise energy efficiency and reduce carbon dioxide (CO<sub>2</sub>) and other pollutant emissions</li> <li>Conservation of natural resources, biodiversity, and reduction of environmental impact</li> <li>Increase employee awareness of environmental impact and promote virtuous behaviour</li> </ul>
	Environmental impact of products and services	<ul style="list-style-type: none"> <li>Development of ecologically sustainable products and services with the aim of contributing to a low carbon economy</li> </ul>