



Sustainability Policy

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De Angeli Prodotti S.r.l.

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Introduction

De Angeli Prodotti is a company focused on the **energy sector**. The company produces **conductors and winding wires**, which shape the heart of every motor, generator and transformer, and **conductors for overhead power lines**, to transport energy to every part of the planet.

Thanks to its position in the market, it is the protagonist of the **energy transition**, which is guiding the new development lines of the European continent and of the whole world in a very active way towards **decarbonization**. This approach, also well exemplified by the **European Green New Deal**, marks the transition from an economy anchored to energy from fossil sources to one centered on **energy from renewable sources** and substantially changes the development model adopted so far.

For this reason, the company considers to be complementary to its approach, in terms of product and process innovation, understanding, integration, reporting and dissemination of **Sustainability**.

For this reason, the company deemed important to focus on the generation of **lasting and shared value** with all interested parties, aware that sustainability is above all a modus operandi that pervades the entire company.

It is thanks to the choices made every day in the way of thinking and improving its business model, that **De Angeli Prodotti** chooses to be sustainable, taking into consideration the most important **reference frameworks**.

The company's **mission** is to **develop and produce modern conductors that favor the energy transition**.

The **corporate organizational culture** is based on some distinctive and **fundamental values** that inspire collaborators in the activities they are involved in every day, and which are fully reflected in the products as well as:



- **Quality**
- **Innovation**
- **Team Spirit**
- **Resilience**
- **Balance**

This value approach is constantly aimed to **continuous improvement** thanks to the involvement and empowerment of the whole team in the various company processes.

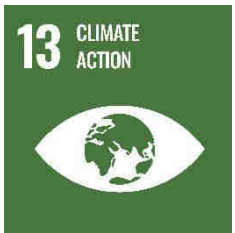
Objectives

The company recognizes that it is important to consider not only **the economic aspects, but also the social, ethical and environmental ones** in the market, along the entire value chain. This is particularly relevant in light of the **New European Green Deal**, which confronts Europe with the challenge of **decarbonize** the continent by 2030 and 2050.

Based on this awareness, the company adheres to the principles of the **United Nations Global Compact on Human Rights** and promotes the 17 Sustainable Development Goals in the **2030 Agenda**, focusing particularly on:

<p>Goal 3</p> <p>Good Health and Well-being</p>	<p>The company strongly believes in a certified system for Quality, Safety and the Environment. In terms of the safety of its employees, it has chosen to certify its model with the adoption of the ISO 45001 certification "Occupational health and safety management systems" to guarantee a healthy workplace and a system for the prevention and management of injuries.</p>	
<p>Goal 4</p> <p>Quality education</p>	<p>Developing and maintaining the professional skills of its highly qualified employees is an approach that in De Angeli Prodotti aims to guarantee the continuity and growth of the company on the market. For this reason, the company adopts a broad training plan capable of enriching the value of human capital in the company.</p>	

<p>Goal 8</p> <p>Decent work and economic growth</p>	<p>Social Responsibility is at the heart of the concrete action of the company that has chosen the SA 8000 certification to define and guarantee its business growth model, the development of its personnel, its customers, suppliers and external collaborators and of all the parties interested.</p>	
<p>Goal 9</p> <p>Industry, Innovation and Infrastructure</p>	<p>De Angeli Prodotti with its products is the protagonist of the transition to an economy in line with the dictates of sustainable development. The Research and Development area is oriented towards identifying products that are increasingly capable of supporting a transition towards a low-carbon economy.</p>	
<p>Goal 11</p> <p>Sustainable Cities and Communities</p>	<p>De Angeli Prodotti's products dedicated to the electrification of the economy contribute directly to the development of more sustainable infrastructures in terms of environmental impacts.</p>	
<p>Goal 12</p> <p>Responsible Consumption and Production</p>	<p>Over the years, awareness and attention to the measurement of environmental impacts and their consequent mitigation have grown in De Angeli Prodotti. In this regard, the company has adopted the ISO 14001 certification. For what regards the measurement and containment of energy consumption, the company has embarked on the path of ISO 50001 certification while as regards the issue relating to waste management, the company adopts an approach aimed</p>	

	largely at their recovery from a circular economy perspective.	
Goal 13 Climate action	The company accounts for emissions (Scope 1, 2, 3) and has defined a plan aimed at reducing them.	

Business integrity

De Angeli Prodotti undertakes to manage a **business** based on integrity, honesty and rigorous ethical conduct, which are the pillars of the company's actions towards its **stakeholders**, starting from the internal perimeter made up of employees and collaborators to reach the more external one represented by the suppliers.

The **Code of Conduct** is devoted to the principles of trust, honesty, transparency, centrality of human resources, protection of work and environment, social responsibility, loyalty, correctness and compliance with the current regulations.

Product responsibility

De Angeli Prodotti is committed to perfecting its articles, focusing on **innovation, technological progress and product excellence**. The company recognizes the critical importance of **state-of-the-art electrical and telecommunication networks**, which play a strategic role in fostering **global economic prosperity** and a green transition.

Social responsibility

De Angeli Prodotti is committed to protect **social values**, essential for a **sustainable value**. Our social responsibility embraces **human rights, employee well-being and a**

responsible supply chain. People are the most valuable resource to excel in our industries.

We firmly believe that the innovation of skills and the **professional development of human resources** are key factors in ensuring economic sustainability of our business model.

Furthermore, we believe it is essential to adopt a certified system for Quality, Safety and the Environment.

Our **SA8000 Corporate Social Responsibility** certification ensures that the company is firmly anchored in solid ethical principles, which guide our relationships with collaborators.

Responsibility towards the territory and the community

De Angeli Prodotti carries out its industrial activity paying attention to the **reduction of the environmental impact** on the territory with the goal of creating sustainable value for the entire community.

The development of the company is aimed at **creating quality job opportunities for the local population** with professional skills in the production, in the managerial and technical fields.

De Angeli Prodotti contributes to the **cultural and educational growth of the new generations** by supporting school and local sports activities.

Environmental responsibility

De Angeli Prodotti is committed to preserve the **environmental and natural resources**.

De Angeli Prodotti is active in the prevention and reduction of its impact on the environment through the **efficient use** of natural resources, the **optimization of logistics flows** and the **responsible management of waste and water**.

De Angeli Prodotti is aware and attentive to the **measurement of environmental impacts, energy consumption** and their consequent mitigation and containment, so it has adopted the **ISO 14001 and ISO 50001 certifications**.

The assumption of corporate responsibility is expressed both in the **intrinsic characteristics of the products and their final application**, all aimed at the **electrification of the economy** and at the advanced **production processes that respect the environment**.

Sustainability governance

De Angeli Prodotti has a **dynamic and cross-functional governance model** that involves the various functions at all levels to share market vision, strategic orientations, organizational developments and promote the sustainability objectives adopted.

The Board is made up of the **President**, supported by a **Strategy Committee and an SA8000 Committee**, which respectively define the **Company's Strategic Guidelines** and the governance of the company's **Social Responsibility**.

The Strategic Committee, following an overall perspective of Sustainability, deals with:

- **product and process innovation;**
- **investments in high technology;**
- **efficiency and service.**

The SA8000 Committee is responsible for:

- **focus on social and environmental sustainability issues;**
- **governance of the SA8000 certification process.**

Sustainability strategy

De Angeli Prodotti undertakes to operate with an approach centered on **sustainability** and on a medium and long-term strategy based on the principles expressed in the corporate **Mission**.

The **company's sustainability objectives** take into account the expectations of **stakeholders and the United Nations Sustainable Development Goals** according to well-defined criteria and implementation models:

- **Encourage the connection of multiple intermittent sources and micro-generation of energy** through a meshed, secure and flexible electricity grid;
- **Increase cutting-edge solutions and products** to facilitate access to energy for new large segments of the population;
- **Promote decarbonization** through sustainable and efficient use of energy and resources along the entire supply chain;
- **Promote the production and sale of low environmental impact products and systems** for the generation, transmission and use of electricity;
- **Reduce the production of waste and the use of water** by encouraging the recycling of resources;
- **Contribute to the cultural and social growth of the community.**
- **Guarantee workers' rights and a safe working environment**, encouraging employee training and growth.

Adoption and implementation

This Policy has been approved by the President and by the Strategy Committee and by the SA8000 Committee and **reviewed once a year** or whenever changes are identified.

De Angeli Prodotti has involved all its employees in this process, bringing the Sustainability Policy to their attention and knowledge and the document **can be consulted and downloaded from the company website: www.deangeliprodotti.com**.



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P. Iva: IT03585010287

C.F. / Registro imprese: PD02854810245

R.E.A. di Padova n.: PD-320940

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