

SUSTAINABILITY POLICY

The Maire Tecnimont Group (“**the Group**”) is committed to acting responsibly in each of its activities and in every business area and location, demonstrating respect towards each of its stakeholders, namely shareholders, business partners, employees, society or the environment. In that regard, the Group works to spread a culture of sustainability through the development and implementation of various activities and initiatives, which aim to protect human rights, ensure the correct selection, management, development and training, the wellbeing of its people, respect the environment and engender sustainable development in the communities in which it operates.

Today, the Group dedicates technologies and its best professionals to support the energy transition, being committed to minimize the environmental footprint and to develop new forms of energy, chemicals and materials according a new circular and low carbon paradigm, with renewable and bio-based feedstocks and a lower environmental footprint principle. In its role as a corporate citizen, the Group has grown in complexity and in terms of responsibility along with the expansion of its business. As a technology-driven general contractor for large industrial plants, the Group business model employs people with a high-level of expertise and creates significant impacts on the supply chain, allowing the Group to play a driving role in the development of the territories in which it operates. Globally, the Group generates value in different forms through its projects across a range of social and economic contexts.

In this scenario, the Group strives to instill a sustainable culture along its entire value chain. In fact, sustainability plays a central role in the Group’s strategy. The Group, in its commitment to running an ethical and sustainable business, both inside and outside the organization, carries out activities in accordance with its business values of legality, transparency, fairness, customer commitment, innovation, flexibility, knowledge management, respect for the individual, equal opportunities, health and safety at the workplace, sustainable development and responsibility towards community.

Accordingly, the Group believes that a corporate culture that promotes responsible business practices in line with the guidelines of the United Nations Global Compact (which the Group has been an active member of since 2011, renewing its commitment to the Ten Principles periodically) is the key to establishing a culture of sustainability. That, together with the implementation of a Sustainability Plan that is closely linked to the business strategy, with specific commitments and goals for each relevant Sustainable Development Goal, can address the Group’s commitment and allow it to focus on its environmental, social and governance targets.

Governance of sustainability

The Group's commitment to sustainability permeates the entire organization, starting from the governance, by integrating sustainability-related duties and risks and control processes in the existing corporate structure.

The "Board of Directors" defines the strategies of the Company and of the Group also on the basis of matters that are relevant for the long-term sustainable value generation. The Company applies diversity criteria, including gender ones, to the composition of its corporate bodies.

The Group "Control, Risks and Sustainability Committee" has the duty of supporting the Board of Directors in evaluating all risks related to the sustainability of the long-term activities of the Group.

The "Internal Sustainability Committee" is a strategic advisory body of the Group charged with providing support in drafting policies for the sustainable management of the business, guidelines and objectives, propose related development programmes, monitor the sustainability performance, and analyse interactions with stakeholders.

In addition, besides having the responsibility of drafting the Group Sustainability Report, the "Sustainability Reporting Function" oversees the planning and monitoring of Sustainability-related activities in coordination with the company's relevant Functions.

Finally, the "Green Acceleration Advisory Board" of the Group is a strategic body serving the Board of Directors and the Chief Executive Officer, with the duty of further strengthening the knowledge and awareness of the Group in terms of the energy and industrial transition in progress and its impacts. It contributes to the strengthening of the identity of the Group as an innovative actor in the green chemicals sector.

Environmental protection and health and safety culture

The Group is committed to protecting the environment while conducting its business activities and limiting its impact by continuously improving its environmental performance. To that end, the Group operates in respect of national and international legislation, adopting measures and technologies that minimize environmental impact, maximize energy efficiency, cautiously manage natural resources, reduce and recover waste, and contain levels of polluting emissions.

The energy industry paradigm in which the Group operates is evolving at an elevated pace and the energy transition market sector is expanding, introducing innovative solutions related to carbon footprint reduction, promotion of a circular economy, development of new bio-based products and feedstocks.

In line with its sustainability vision, the Group aims at accelerating the global

energy transition towards sustainable development and approach to circular economy, offering a wide range of end-to-end services in the value chain, while focusing on chemical processing of conventional and renewable natural resources into energy and advanced products for manufacturing.

As part of this transition and its commitment, the Group presented its green acceleration project, which will manage a series of technological initiatives for the energy transition, including green chemistry, circular economy, plastics recycling, and innovative processes with low environmental impact.

Accordingly, the Group conducts its activities while shifting towards the ongoing revolution, through mitigation of environmental impacts of technologies used in hydrocarbon transformation; implementation of Upcycling of plastic waste and promotion of chemical recycling; identification of oil substitutes for the production of chemicals, intermediates, fuels and plastics from renewable sources, and finally the reduction of greenhouse emissions of conventional plants through technological innovations.

The Group is committed to guarantee a safe workplace to all its people, in compliance with applicable legal requirements and highest Health and Safety international standards and recognized best practices.

The Group encourages initiatives on health, safety and environmental issues in order to provide adequate knowledge and promote awareness. Moreover, it empowers, trains and motivates its employees, collaborators, interns and apprentices on how to work in a safe and environmentally-friendly manner, involving all levels of the Group.

In order to pursue this commitment, it provides a continuous training and information program, aimed at promoting a culture of safety at work and respect for the environment and to ensure that the responsibilities and procedures in these areas are properly updated, communicated and clearly understood.

The Group shares its culture of safety at work and protection of work with Stakeholders and actively collaborates on a national and international level with institutions and the academic world dealing with these issues.

Social responsibility

The Group is committed to protecting social values inside and outside the organization, taking into consideration the impact of its business on people. Its people being Group's principal asset, engendering a sustainable culture within internal processes such as the selection and management of personnel, development and training, remuneration, endorsement of equal opportunities, respect for individuals, meritocratic recognition, and ensuring a healthy and safe workplace, in both home offices and sites, as dictated in the Human Resources Policy is fundamental.

In conducting its business, the Group works to minimize and avoid cases of non-compliance with human rights standards internally by promoting the respect and protection of human health and wellbeing. Throughout its entire value chain, the Group works to protect the fundamental rights of workers, employees, suppliers, and the local communities in which it operates, along with any other stakeholders affected by the Group's activities, as outlined in the principles mentioned in the Human Rights Policy.

Furthermore, as a pillar of the long-term strategy for its presence in the host Countries, the Group recognizes the relevance of providing a lasting and sustainable contribution to the social and economic well-being of a territory. Accordingly to this local content vision, it commits to create local employment, strengthen local suppliers, develop local skills and capacity, enhance local entrepreneurship and transfer knowhow and technologies.

The Group also encourages its suppliers and contractors to apply the same principles and criteria to their own supply chain, in order to stimulate and promote respect for sustainable principles and values, as outlined in the Supply Chain Policy.

March 05th, 2020

Pierroberto Folgiero 

Managing Director