

Giordano Controls Sustainability Policy

Document Control

Field	Information
Document title	Sustainability Policy
Document code	GC-ESG-001
Version	v1.0
Status	Approved
Owner	Sustainability Committee
Approval authority	Board of Directors
Approval date	16/09/2026
Review frequency	Every two years or whenever significant changes occur; next [date]
Document classification	Public

1. Purpose

The purpose of **Giordano Controls Sustainability Policy** and the set of **ESG** (Environment, Social & Governance) management elements associated with it is to establish a framework for action that guides the company in adopting responsible and sustainable practices and promotes social progress, respect for the environment and economic growth, creating sustainable, long-term value for its **stakeholders**.

This **Sustainability Policy** sets out Giordano Controls' commitments to addressing material sustainability themes through specific goals, strategies and lines of action.

2. Field of application

The scope of this Policy covers the parent company in Italy; its subsidiaries; and those investee companies over which it exercises control. It also extends to our business partners, suppliers and third parties acting on behalf of Giordano Controls.

It applies to all areas of the company: its own operations; value chain; products and services; and stakeholders, as well as all employees, managers and collaborators of the Company, regardless of their geographical location or role within the organisation.

3. Commitments

The Giordano Controls' commitments to **Sustainability management** are:

Environmental aspects

- Combating **climate change** and promoting the **circular economy** by promoting:
 - reducing **greenhouse gas emissions** by controlling emissions from its three scopes and monitoring a **decarbonisation plan**;
 - the **efficient use of energy and fuels**, encouraging the use of **renewable energy**; and
 - the rational and efficient use of natural resources and the responsible design of products and processes, promoting the **circular economy** (use of recycled materials, efficient transport, waste recovery, etc.) throughout the value chain.
- Fighting **pollution**:
 - acting to **minimise air, water and soil pollution** in our operations;

- responsibly managing **chemicals**, identifying, minimising and, as far as possible, eliminating the use of **substances of concern** in our processes;
- reducing pollution by incorporating **minimisation criteria** into new projects and periodically monitoring our emissions; and
- guiding our **supply chain**, demonstrating the importance of reducing the environmental impact they may generate.
- **Protect and preserve biodiversity**, land use and combat deforestation by analysing the ecosystems impacted by our operations and minimising their effects.

Social Aspects

- Offer a **collaborative approach**, striving to leave future generations not only **sustainable and responsible** Company, but also a better development model for people and the planet:
 - promoting full participation, generating greater commitment, motivation and identity;
 - ensuring a **safe and healthy working environment** for our employees;
 - training people for their **development**, promoting a business model that generates equity, quality of life and **equal opportunities**; and
 - promoting **equality, diversity and inclusion**, establishing measures to prevent and **mitigate** any type of **discrimination**.
- Respect **human rights** in all our operations and throughout the **value chain**:
 - identifying risks throughout the **supply chain**; and
 - not tolerating **discrimination, forced labour or child labour**.
- Work together with stakeholders in the environment (educational, social/cultural, business and public administrations), both locally and globally, to generate a favourable social and environmental impact for the **groups involved** in the environment where we operate.
- Create a competitive ecosystem on a global scale based on **mechanisms of solidarity** within the Company, promoting greater resilience and job security.
- Create an ecosystem of value propositions through products and systems that generate a positive impact on the environment, healthcare, and safety of **consumers and end users** of our products and services.

Governance Aspects

- **Promote ethical conduct** in all our operations and throughout the value chain:
 - conducting our professional activities in **compliance** with applicable **laws and internal regulations**, including the Giordano Controls Code of Conduct in all territories where we operate;
 - **promoting our Code of Conduct**, which establishes the behavioural guidelines that guide Giordano Controls employees in their dealings with stakeholders;
 - establishing **analysis and control mechanisms** to prevent and mitigate the risks of criminal offences, including any form of **corruption or bribery**; and
 - establishing an **Internal Reporting System** so that individuals can report practices they consider criminal in a secure manner, guaranteeing the **confidentiality and anonymity** of communications.

- **Impact, risk and opportunity management:** determine, assess, manage and remedy impacts, risks and opportunities, both in its own operations and in the value chain, considering the recommendations of leading organisations.
- **Awareness raising, training and involvement:** promote awareness, training and involvement of people within the company and throughout the value chain in this area.
- **Transparency and disclosure of results** (disseminate the results and progress achieved in a transparent and regular manner):
 - **actively listening** to our employees, customers, suppliers, local communities and other stakeholders, encouraging **participation and constructive dialogue** with all of them;
 - **communicating** financial and non-financial information **transparently**, including sustainability aspects, complying with legal requirements and standards on public information; and
 - **communicating responsibly**, providing a truthful, balanced and respectful view of our organisation's reality to the various stakeholders.

4. Approval and follow-up

- **Approval:** this Policy is prepared and monitored by the Sustainability Committee and approved by the Board of Directors of Giordano Controls S.p.A.
- **Follow-up:** the Sustainability Committee will oversee the implementation of this Policy. It is composed of representatives from different areas of the company and reports directly to the Giordano Controls Board of Directors.
- **Review:** this Policy is reviewed periodically, at least once every two years, or whenever significant regulatory, organisational, strategic or operational changes occur. The competent Policy Owner is responsible for proposing updates, coordinating internal reviews and ensuring alignment with applicable laws, the Code of Ethics, the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 and the Company's sustainability governance framework. Substantial revisions are submitted to the Board of Directors for approval. Editorial or non-substantial updates may be managed by the competent corporate functions, if they do not alter the scope, commitments or responsibilities defined by the Policy.
- **Availability:** Giordano Controls makes this Policy available on its website to interested parties who may be affected and to interested parties who should contribute to its implementation.

5. Revision History

Version	Date	Approved by	Description of changes
v1.0	16/09/2026	Board of Directors	First issue