

# ESG Policy

Sustainability beyond cloud



### **Methodological note**

*The ESG Policy of WIIT S.p.A. is a key step in the process of integrating sustainability into the Group's business.*

*This Policy sets out the values and commitments that WIIT S.p.A. considers fundamental for long-term sustainable development in the areas impacted by company operations.*

*The commitments made in the ESG Policy are however to be considered as a framework covering a series of concrete and measurable sustainability objectives, which permit the monitoring of the organisation's performance over time.*

*The company undertakes to disseminate the principles set out in this document, both inside and outside its perimeter, involving all Group companies, employees, suppliers, contractors and partners.*

*The ESG Policy was approved by the Board of Directors of WIIT S.p.A. on June 26, 2020 and will be subject to periodic review in order to assess its adequacy in view of the organisation's general situation and objectives.*

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Find out more online at [www.wiit.cloud](http://www.wiit.cloud)

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## ESG Policy

Sustainability beyond cloud





“ **Sustainability cannot remain only a good intention: we intend to translate it into a shared commitment to achieve ambitious goals that will elevate us above the clouds. ”**

In recent years, we have seen more and more faces light up in front of a computer screen - millions of people who, thanks to the internet, have created a large **global**, widespread and interconnected **community**: the net. What yesterday could not even be imagined, today is considered normal, and the credit for this should also go to **Cloud Computing**, which has made it possible to give life to a world made of data and information, able to remove distances, bringing people closer together.

This rapid and continuous development, as well as the increasingly frequent occurrence of **disruptive events**, shows how important it is to be ready to change our habits, the way we work and how companies operates. This is what we mean by innovation at WIIT and what guides our path towards the integration of sustainability.

Since its foundation, WIIT has had a strong vocation to get involved in important areas, to be at the centre of change, focusing its capacity **on future needs by innovating its service for Digital Transformation-oriented companies. This same outlook today prompts us to question** how we can change the way we do things for the better.

This has led us to bring together in a Policy the **values** that guide our way of thinking and in which to establish a timeframe of environmental, social and governance (ESG) **commitments** ahead of the definition of concrete and measurable sustainability objectives. And it is precisely in the direction marked by these commitments that we intend to steer the Group's long-term path, based on the principles of sustainable development and corporate responsibility.

This is our **future and the jumping off point for building it.**



A handwritten signature in black ink that reads "Alessandro Cozzi".

Milan, June 26, 2020  
ALESSANDRO COZZI,  
CEO WIIT S.p.A.

# We are the Cloud

WIIT S.p.A. provides Premium **Hosted Private** and **Hybrid Cloud** services to support critical applications, offers **Business Continuity** services and architects state-of-the-art **Cyber Security** systems.

The Group is among the companies with the highest number of SAP certifications in the Cloud in the world and, thanks to the guarantee of **end-to-end governance** of all components, WIIT is the ideal partner for those who decide to transform their business by choosing a markedly digital strategy.

The growing importance of data and processes for their management has made WIIT a key player in Italy's digital transformation. This positioning drives us to place at the centre of the Group's strategy the desire to create long-term value, both for customers and for our stakeholders.

This is reflected in the 5 values that guide what we do, the way we do it and that represent us not only as a company, but also as individuals:

**INTEGRATION** of people, skills, technologies and of the economic, environmental and social criteria in assessing the impact of our work.

**RELIABILITY** towards customers and our employees, on the basis of which we can create stable, lasting and growth-oriented relationships.

**PROFESSIONALISM** in constructing the range and providing the services, guaranteeing a continuous commitment focused on safety, excellence and innovation.

**EQUILIBRIUM** from an economic, financial, organisational and personnel point of view, in order to allow the correct exploitation of assets, skills and technologies.

**SUSTAINABILITY** as a lever for the future development of the Group, both as an organisation and as a growing community of people.

# Sustainability Beyond Cloud

WIIT's path towards the integration of **sustainability** stems from an awareness that observing and interpreting the complexity of the environment in which it operates has become a key factor for competitiveness today. Facing the challenges posed by phenomena such as **climate change**, the development of **new technologies** and of working methods and the transformation of **social relations** has become a necessary aspect for a company that intends to operate responsibly.

That is why we have defined our sustainability strategy on the basis of **4 pillars plus 1**. WIIT4Data, WIIT4Climate, WIIT4Innovation and WIIT4People are the focal points of the Group's

commitment and generally concern data security, environmental protection, innovation and people management.

However, none of the actions in these areas would be effective without the support of what we call **Responsible Governance & Growth**, i.e. the necessary foundations, without which we could not exist or even aspire to grow.

For each of these areas, we outline below the significance they have for the company and list the commitments that the Group intends to pursue so as to put sustainability at the heart of our growth process.

# #0 Responsible Governance & Growth

The Corporate Governance of WIIT S.p.A. is inspired by the principles of responsibility, loyalty, impartiality and respect for the individual, transparency and the rejection of corruption and unfair competition, compliance with applicable regulations, both in Italy and abroad. In addition, we consider the respecting of human rights and non-discrimination as key aspects of how we operate.

These principles guide us in the process of company growth, in order to seize all opportunities presented by the market in a responsible way, without negating the potential negative impacts related to our status as a Main Player in the sector.

## OUR COMMITMENT

- To pursue **our business objectives, while ensuring the protection of the interests of the parties involved in the growth, merger and acquisition processes undertaken by the Group, always** in compliance with the highest domestic and international standards of transparency and Corporate Governance.
- **Integrate** sustainability into the business by considering the social and environmental implications generated along the various stages of our supply chain, from suppliers to customers.
- Adopt an ongoing listening and dialogue process with our stakeholders, so to ensure the systematic integration of the main focal points emerging from the Group's strategies, both on business and sustainability issues.

## ESG Governance Model

WIIT S.p.A. has put in place a governance structure which ensures sustainability at the various levels of the organisation. The Model provides for the following roles and corporate bodies:

**ESG Board Member:** responsible for the strategic management of sustainability at the Group, directing the activities of the ESG Committee.

**Sustainability Manager:** monitors developments related to the sustainability topics, coordinates the definition of the Group's strategy in this area, ensuring that it becomes embedded.

**ESG Committee:** contributes to defining the sustainability strategy and the related communication plan, as well as supervising all the Group's activities in this area.

**ESG Ambassador:** identified within the various Group Companies and responsible for the development of specific ESG initiatives, promoting the development of a culture of sustainability both inside and outside the organisation.



## #1 Wiit4 Data

In addition to the facilities, machinery and expertise of their employees, businesses today have a valuable legacy of digital data and information that is subject to an increasing number of threats. This drives us to prioritise issues such as cybersecurity and data resilience.

WIIT S.p.A. is aware of the value of the information contained in its IT infrastructures, as well as of the sensitivity of the management procedures for their protection. It therefore guarantees data security through processes and infrastructures that meet the highest certification standards.

### OUR COMMITMENT

- Provide **multi-level defence** services in line with the highest global standards, making data accessible and protected at all times, protecting the **security**, the **privacy** and the **freedom of expression** of companies and individuals.
- Ensure the **resilience** of our data and infrastructure to guarantee the operational **continuity of** our customers even when faced with extraordinary and catastrophic events.
- Promote the transfer of specific skills to customer companies, supporting them in reviewing their IT **organisational** structure and promoting the **reskilling** of staff for the management of the new infrastructure.

## #2 Wiit4 Climate

The progressive and rapid technological expansion requires us to look at the ICT sector through the lens of climate change with a greater focus.

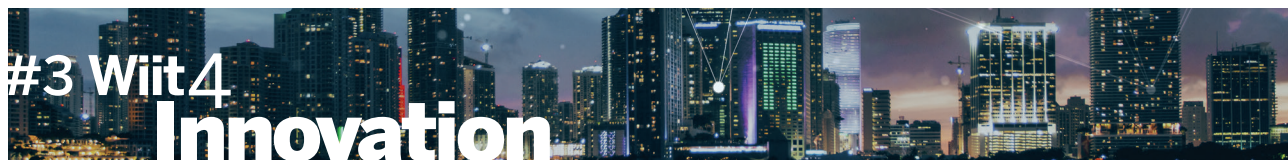
At the same time however, digital holds enormous potential for businesses that want to contain their environmental impacts, enabling the development of new technologies and business models capable of contributing to reducing global CO<sub>2</sub>.

This is why WIIT S.p.A. considers it necessary not only to adapt to climate change, minimising consumption and its environmental footprint, but also its mitigation, offsetting unavoidable emissions and promoting the uptake of green technologies.

### OUR COMMITMENT

- Reduce the environmental impacts of **data centers** through the supply of energy from **renewable sources**, the use of **energy-efficient** machinery and the adoption of mechanisms for **offsetting** emissions.
- Minimise energy consumption, the use and waste of raw materials at the Group's facilities and **offices**, encouraging among employees conduct and practices focused on respecting the environment in which we live.
- Support the **green digitisation** of businesses and cities of the future, promoting dematerialization through the uptake of technologies that facilitate the production and management of data and information, minimising the use of natural resources.





## #3 Wiit4 Innovation

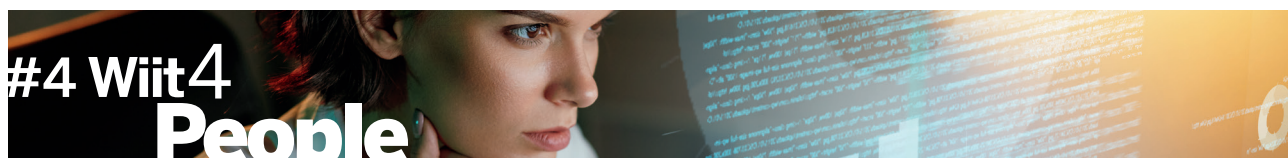
Cloud Computing is fully recognised on the list of enabling technologies considered fundamental for the European digital revolution.

Yet, despite the fact that it is considered by many as a strategic lever for innovation, in many cases companies are not yet able to fully exploit the potential of IT infrastructure integration. Technologies are not the missing component, but the reason seems rather to stem from a culture of innovation that is too fragile to properly incorporate them.

WIIT S.p.A. intends to accelerate the transformation of enterprises by leveraging the accessibility of the proposed technological solutions following an innovation-as-a-service approach.

### OUR COMMITMENT

- Intercept processes and technological solutions with **major innovative potential**, to be allocated to customer businesses through continuous updating and the systematic monitoring of markets.
- Making innovation **immediately usable** for our customers, involving them in the development and integration processes and promoting collaboration between developers and operations, so as to **reduce the development time** of new software.
- To share externally the results of our innovation processes in order to support solutions to address the **sustainable development** challenges of the company.



## #4 Wiit4 People

The skills and well-being of the individual are a central factor for the competitiveness of a business, but organisations often struggle to find the professionalism they need.

The skill mismatch, i.e. the misalignment between skills offered and sought after on the labour market, in Italy particularly affects ICT. This leads to a number of difficulties for enterprises in the sector, leading to a greater reliance on outsourcing.

Aware of the impact of a competent and motivated workforce, WIIT S.p.A. wants to invest in the development and career paths of its employees, so as to build a stimulating environment which encourages excellence.

### OUR COMMITMENT

- Contributing to the reduction of the **skills mismatch** in the ICT sector, collaborating with the educational and academic world and facilitating the training of the professional skills demanded by the labour market.
- Encourage the creation of a professional environment based on **harmony and collaboration**, also thanks to the rolling out of initiatives in the field of environmental and social responsibility, boosting the well-being of the individual by creating a bridge inspired by sustainability between one's work and private life.
- Enhance as much as possible the career path of our employees, through the respect of clear **career paths** and the continuous transfer of specific know-how through tailor-made **training** courses.



# Our Commitment

## #0 Responsible Governance & Growth

- Pursue the **business objectives**, ensuring **protection of interests** of the parties involved in the processes of growth, mergers and acquisitions carried out by the Group, always in accordance with the highest national and international standards of transparency and Corporate Governance.
- **Integrate** sustainability into the business by considering the social and environmental implications generated along the various stages of our supply chain, from suppliers to customers.
- Adopt an ongoing **listening and dialogue process** with our **stakeholders**, so to ensure the systematic integration of the main focal points emerging from the Group's strategies, both on business and sustainability issues.

## #1 Wiit 4 Data

- Provide **multi-level defence** services in line with the highest global standards, making data accessible and protected at all times, protecting the **security**, the **privacy** and the **freedom of expression** of companies and individuals.
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**w|it**  
The Private Cloud