

**SECURITYTRUST**

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# Sustainability Report

2023

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# LETTER TO THE STAKEHOLDERS

Dear stakeholders,

Over the past year, the Group has strengthened its leadership position in the System Integration market.

Through investments in R&S and staff formation our workforce grew by **11 new employees**, characterized by a strong labour market policy that not only opens doors to young people, but also creates a serene and dynamic environment offering the possibility to balance work and private life.

In 2023 we faced different challenges: obtaining the **UNI DpR 125 certification for gender equality**, implementing the **37001 system for the prevention of corruption** with the **Whistleblowing policy** integrating them with our existing systems.

Looking ahead, we intend to develop themes like **gender equality**, **sustainable** and **economic growth** and **innovation**, expanding our services/products offer thanks to the collaboration with big partners while finalizing our **new headquarter oriented to sustainability**, energy and water saving and employee wellness.

In this process we are aware of both **external and internal stakeholders'** strength, without whom it wouldn't be possible to define a sustainable development strategy and we are honoured that our bond grows stronger year after year, symptom of a **mutual trust** that is based on solid pillars.



**RUDY ZUCCA**

Chief Executive Officer

A handwritten signature in black ink, appearing to read 'R. Zucca', written over a light blue background.



# CORPORATE IDENTITY

The company was born from the idea of the entrepreneur Rudy Zucca, who in 2000 decides to found a small society of supply and installation of security systems. Over the past 25 years, the Security Group has grown to become the leader in the Integrated Security Systems industry.

The Group projects and realizes cutting-edge solutions in **physical and logical security**, offering a highly specialized service. Thanks to the synergies between the four Group companies' specialization, we are able to guarantee the best technologies on the market and to face complex projects with a high degree of innovation, ranging from integrated safety systems for remote surveillance to the development of 4.0 software solutions for cyber security.



# REPORT HIGHLIGHTS



**0**  
INJURIES

**0**  
CORRUPTION EPISODES



**11.083 Kg**  
WASTE RECOVERED

**95%**  
USE OF RENEWABLE  
ENERGY



**-97,7%**  
REDUCTION IN SCOPE 2  
EMISSIONS COMPARED 2022

**255,16 t CO<sub>2</sub>**  
SCOPE 1 GHG EMISSIONS  
**23,13 t CO<sub>2</sub>**  
SCOPE 2 GHG EMISSIONS





# CERTIFICATIONS AND ESG RECOGNITIONS



Ecovadis works as an international platform for evaluating business practices, focusing on four key areas: environment, labour and human rights, ethics and sustainable sourcing.

After the achievement of the Bronze medal in 2022, this year we obtained the **Gold medal**, thanks to our efforts and the progresses showed in the ESG scope

Certificate released by CRIBIS **D&B Srl** through the **Synesgy** platform for having participated in the **ESG valuation**. The assessment methodology is made on the basis of international sustainability standards.

The A score indicates a society with a high level of adequacy compared to the ESG principles, fully consistent with best national and international practices.

The ESG score is conformed to the international reporting standards and considers the most important and significant topics related to Environmental, Social and Governance factors.



Additionally, we completed the ESG verification requirements project for the **OPEN ES platform** as a result of which we will receive an ulterior ESG score certification.

# CERTIFICATIONS AND ESG RECOGNITIONS



In the context of the ESG "Sustainable Procurement" project the supply companies with the higher scores or significant improvements during 2023 in the assessments led on the theme of sustainability have been identified.

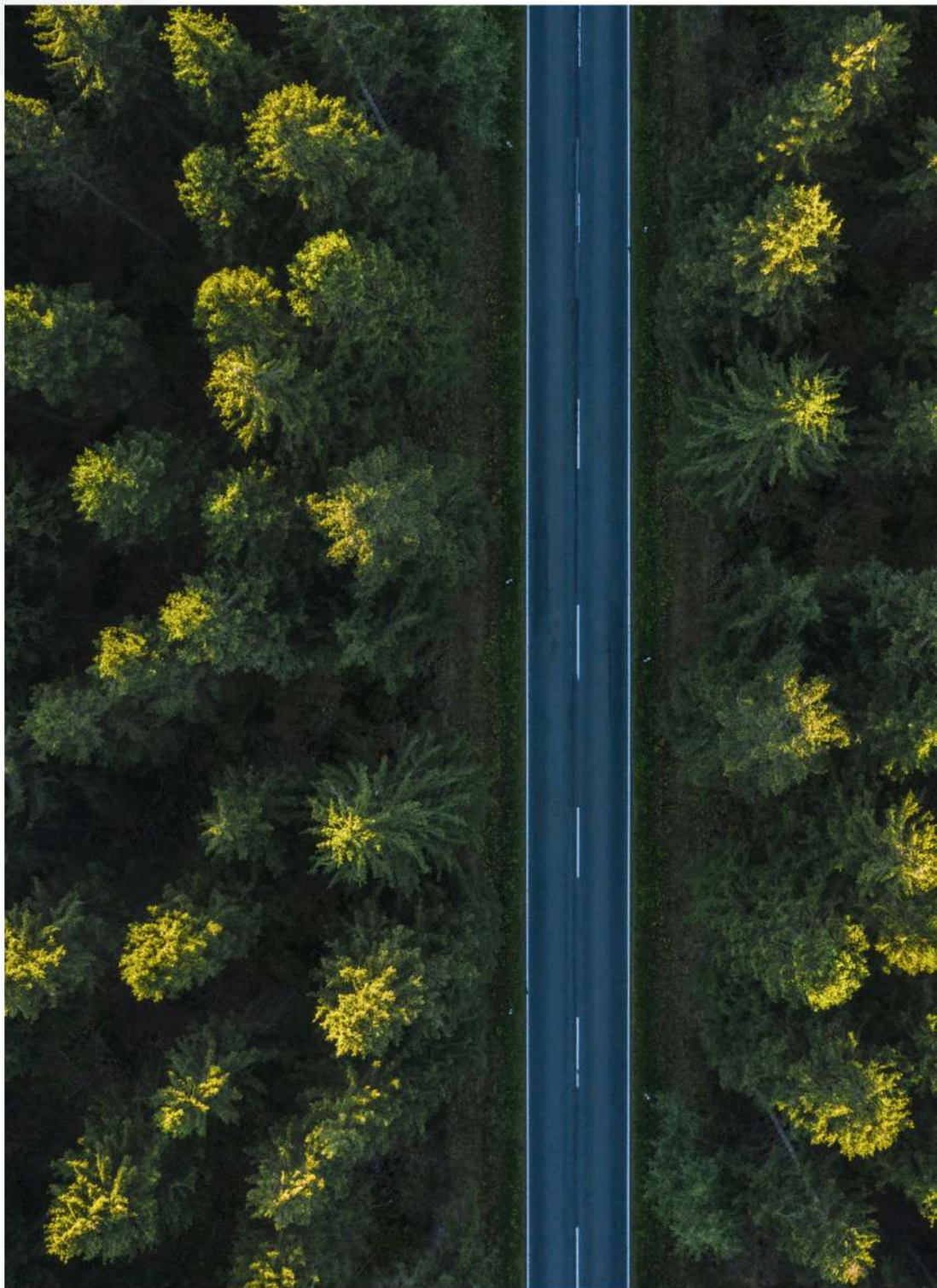
The companies were divided in two categories: Best score and Best score improvement; the winning companies – divided in Small, Medium and Large businesses – were awarded the certificate that recognizes their virtuous path towards sustainability.

We obtained the **UNI DpR 125 certification for gender equality**. The purpose of the certification System of gender equality in the companies is to promote the adoption of gender equality policies and corporate female empowerment, thereby improving the possibility for women to access to the labour, leadership and lifetimes harmonization market.





# GOVERNANCE





# GOVERNANCE

Sustainability relationships lead us to focus not only on the past but also on the future.

In addition to the principle of a responsible Governance, which are essential to guarantee an aware and respectful act, it is getting more and more crucial for the companies to focus on **creating long-term value** and defining of **goals** that incorporates **economic, environmental and social impacts** directly generated or indirectly affected by their business.

As a company, we fully recognize the importance of Governance in achieving these goals, leading towards responsible choices not only in the economic-financial dimension, but also on the social and environmental one, thereby building legitimacy with our stakeholders.

In this context it is crucial to align our business aspirations towards a **greater awareness and respect for the environmental and social impacts on the economics ones**, evaluating the risks and protecting the stakeholders' interests, carefully calculating the financial effects of the relevant decisions.



Ensure sustainable **consumption** and **production patterns**.



Promote **peaceful and inclusive societies** for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.



Strengthen the implementation methods and revitalize the **global partnership** for sustainable development.

# RELEVANT SUSTAINABILITY TOPICS

Sustainability issues are of crucial importance to any company committed to operating responsibly and in the long term.

Addressing these issues allows the companies to face **global challenges** such as the climate change, the depletion of natural resources and social inequalities, while also **creating opportunities** for innovation, growth and competitiveness.

Our company has undertaken a meticulous process to identify relevant sustainability issues, through extensive **materiality analysis, two diligence evaluation, stakeholders engagement** and comparison with industry **best practice**.

01

## Actions involving stakeholders

Essential actions to **guide and empower** corporate management bodies and prioritize sustainability issues in the long term.

To ensure an efficient engagement from all partners, the company has **identified the main groups of stakeholders** within the social structure of established connections.

We adopt a **proactive approach regarding the main stakeholders engagement** on sustainability matters that concern us, recognizing the importance of listening to the stakeholders' different perspectives and opinions, which becomes a key element in shaping our strategies and taking decisions.

This approach allows us to build **solid and long-lasting relationships** with the stakeholders and to promote a shared commitment to business sustainability.





# RELEVANT SUSTAINABILITY TOPICS

02

## Internal materiality analysis

This analysis evaluates the **impact and importance** of various ESG aspects for our business and stakeholders community. This process has enabled us to identify and prioritize the key features, allowing us to develop new targeted strategies and concrete commitments to address challenges and take advantage of the opportunities related to sustainability.

Materiality analysis plays an essential role in identifying the sustainability matters that are most relevant for a business. As a result, we have highlighted the issues that have emerged as most significant for our company.

**Issues related to our employees** (such as training, diversity, employment, health and safety) emerged as fundamentals to our company, underscoring our commitment to the wellness and development of our staff.

Issues concerning **workers across the value chain**, including training, diversity, employment, health and safety, have been identified as crucial for our responsibility to ensure dignified labor conditions throughout the entire supply chain.

Issues related to **impacted communities** are of great importance to our company, reflecting our commitment in the local communities' engagement and partnership and responsibly managing the impacts of our industries.

We are aware of the importance of engaging with and responding to the stakeholders' needs, while we committing to the pursuit of a responsible and sustainable growth. Our procedures allow us to **evaluate and manage the ESG impacts** of our operations **efficiently**, while ensuring in the same time an alignment with the company's strategic goals and the stakeholders' expectations.

# RELEVANT SUSTAINABILITY TOPICS

The following chart shows the ESG aspects that are relevant for each stakeholder category.

## G-T 1

### ESG Relevant Aspects

Employees

ethics and corporate governance,  
equity and equal opportunities,  
job safety, coworkers wellness.

Suppliers

ethics and corporate governance,  
job safety, sustainable supply.

Consumers and final users

ethics and corporate governance,  
job safety, sustainable supply.

Impacted communities

ethics and corporate governance,  
job safety, sustainable supply.



# STRATEGY AND BUSINESS MODEL

In the current context, the attention to ESG topics has become crucial for companies that are eager to demonstrate a concrete commitment to sustainability and social responsibility.

In this section, we will explore Security Trust's approach to ESG topics, highlighting our **organizational model** and **goals** aimed at promoting sustainable growth and a positive impact on society and the environment.

The main **business areas** of our company are:

01

## Physical Security

TVCC Systems, Anti-intrusion, Access Control, Fire Detection and Suppression, Evacuation, Gas Detection, Remote Surveillance and Remote Control, Remote Monitoring, Trust Services.

02

## ICT & Software

IoT integration in industrial environments, complex ICT Infrastructures and VoIP systems, Wireless networks Infrastructures (indoor, outdoor and mobility), 4.0 Software, Mobile Application, Smart City software, safety and production, NOC Services, AI based Solutions, Robot Systems Integration.

03

## Cyber Security

Analysis of economics risks related to informatic risks, Informatic System Audit, SOC Services, Penetration Test (disruptive and non-disruptive), Multilayer Network Security, Vulnerability Assessment, Full company Backup Management, Social Engineering, Human threat Intelligence, Strategic Advice.

# STRATEGY AND BUSINESS MODEL

Security Trust works in the following **sectors**:





# STRATEGY AND BUSINESS MODEL

## CERTIFICATIONS AND LICENCES

- **UNI EN ISO 9001:2015** (certificate n. QE/261/21)
- **UNI EN ISO 14001:2015** (certificate n. QE/B-00120/23-23.IT)
- **UNI ISO 45001:2018** (certificate n. QE/B-00121/23-23.IT)
- **UNI EN ISO 22301:2019** (certificate n. QA/094/19)
- **UNI EN ISO 27001:2014** (certificate n. QA/095/19)
- **SA 8000:2014** (certificate n. QA/092/19)
- **UNI EN ISO 20400:2017** (certificate n. QA/141/20)
- **UNI EN ISO 37001:2016** (certificate n. QA/479/23)
- **UNI/PdR 125:2022** (certificate n. QA/209/23)

# STRATEGY AND BUSINESS MODEL

Corporate sustainability represents increasingly a priority for many organizations that are trying to integrate sustainable practices into their goals and strategies. Our company has defined sustainability goals, which include **measurables key performance indicators (KPI)**, allowing for efficient monitoring of our progresses towards sustainability.

As part of business sustainability, it is important to track the **environmental, social and governance goals** that a company has already reached or intends to pursue. The following chart provides an overview of the **objectives accomplished** in the last year and of those planned for the upcoming year, offering a clear vision of the company's sustainability journey.

G-T 2	Goals achieved in the last year	Goals to achieve in the next year
Environment	Reduced consumption of harmful plastic; reduced energy consumption in the offices; minimized the use of paper	Realize a new headquarter with self-sufficiency energy; create green areas for staff
Social	Achieved UNI Pdr 125 certification; collaborated with schools and universities to facilitate youth policies; created laboratory areas for students	Collaborate with schools and universities; careers; integrate 3% of stage and apprenticeship
Governance	Increased female representation in governance	Increase female representation in governance; growth of women's careers and organic

# STRATEGY AND BUSINESS MODEL

Sustainability goals in our company are fully integrated into our strategies and business policies. We are committed to ensuring that sustainability is at the core of our business decisions and daily operations, thereby contributing to a positive impact on a larger scale.

Security trust has established **internal informational flows** for the gathering, measuring and reporting on sustainability goals, without currently using a dedicated technological platform for this purpose.

**The company publishes its sustainability performances issues in the sustainability Report, although it is not reviewed by a third-party institution. Nevertheless, we are committed to providing accurate and transparent information on our actions and performances in relation to sustainability.**

Additionally, the company is able to **clearly describe its business model**, including the key **characteristics of the value chain** and our position within it. This thorough understanding enables us to identify the opportunities and challenges related to sustainability throughout the entire value chain and to adopt concrete measures to improve our performances.

**The information declared is presented on a consolidated base.** This approach allows us to offer a complete and unified view of our performances and commitment to sustainability, considering the entire company's identity and its operations.

Our company is able to provide details on the **composition and organization of the administration, management and control organs**. This includes information about the key members of these organs, their roles and their specific responsibilities within the company structure.

Moreover, the **members of the business management organs** have access to expert consultations, participating in **training** activities and are involved in **developing** initiatives related to **ESG competences** (environmental, social and governance). This commitment aims to guarantee that our leaders are adequately prepared to address the challenges and seize the opportunities related to sustainability, thereby contributing to the continuous improvement of our business practices.



# STRATEGY AND BUSINESS MODEL

Inside Security Trust, there is a figure responsible for managing sustainability issues: the HSE Manager.

The **results related to sustainability issues** are regularly reported to the highest levels of the company and to the business management bodies, where applicable. This ensures adequate **transparency and responsibility** in addressing the challenges and implementing the initiatives related to sustainability within the company.

In the current global economic context, an increasing number of companies are directing their investments towards **green and socially responsible initiatives**. This transition reflects not only a commitment to the environment and society, but also a recognition of the importance of a sustainable approach to ensure the long-term stability and success of businesses. In this regard, our company has also directed its investments towards green and social activities.



The percentage amount of investments related to the total community investments for the year was at 1,00%.



# IMPACTS, RISKS AND OPPORTUNITIES

The analysis of impacts, risks and opportunities in the ESG field is essential for guiding business decisions, promoting transparency and responsibility, as well as supporting the long-term sustainability and success of the company.

Starting with an initial list of relevant sustainability issues, the company has assessed the impacts of its management activity on environmental, social and governance (ESG) aspects through an **evaluation on the materiality impact**.

Our company is able to describe the process used to identify and evaluate the impacts, risks and opportunities related to the following themes and stakeholders:

Circular Economy and use of resources

Employees

Workers along the value chain

Additionally, our company is able to demonstrate its impacts, providing a description of where they are focused within the business model, the operations and the value chain, in relation to the following themes and stakeholders:

Workers along the value chain

Employees



# IMPACTS, RISKS AND OPPORTUNITIES

The company has the capacity to **identify the main risks and opportunities** regarding sustainability matters it faces within its activity sector, offering this way an attentive comprehension about environmental, social and governance dynamics that involve it.

In this regard, our society identifies and monitors the following **relevant risks**:

01

## Risks related to social issues

violation of human rights, critical events related to workers' health and safety, injuries, etc...

02

## Governance risks

corruption, problematics related to data management

03

## Risks related to environmental issues

physical risks or transitional risks

Security Trust monitors how risks related to sustainability issues evolve over time, also in relation to the goals and the prevention and mitigation defined by the company.

In addition, while identifying risks and opportunities, the **impacts in which the company is involved** through its activities and business relationships have been considered.



# IMPACTS, RISKS AND OPPORTUNITIES

In identifying and managing the main risks and opportunities related to sustainability themes, the following **categories of stakeholders** along the value chain have been considered:

01 **Consumers/Final Users**

02 **Employees**

03 **Workers along the value chain**

The company, in the countries where it operates, **monitors the indirect economic impacts** that may be generated for the stakeholders.

As a company, we promote a series of **sustainable development initiatives** (such as local partnerships to create/reinforce of education services, actions encouraging equal participation in STEM classes, business volunteering activities, sponsorships and more).

Regarding the potential **financial effects** related to the company, the following themes have been evaluated:

01 **Circular Economy**





# ETHICS AND INTEGRITY

Ethics and integrity play a fundamental role for any company, as they affect every aspect of its operations and relationships with the stakeholders.

These principles define how a company acts, makes decisions and manages relationships with employees, clients, suppliers, investors.

Ethical behavior, in line with applicable laws and shared norms for business behavior, is a critical component of long-term value creation.

**The company has therefore equipped itself with anti-corruption procedures through a code of ethics and a structured management process.**

The **internal investigative committee** operates independently from those who manages the object action of a report, ensuring an objective and impartial analysis of the reports received.

Our company has implemented a **training programme** on anticorruption procedures, aimed at raising awareness and training employees on the risks related to corruption and the procedures to prevent and manage them efficiently.

The executive bodies members and employees who have received training on anticorruption policies and procedures are listed below.

G-T 3	%
Executive body	100,00
Employees	100,00

# ETHICS AND INTEGRITY

With the aim of **monitoring and measuring the risk** of corruption and the anticorruption initiatives implemented, the company has introduced dedicated tools

As a result, the company is able to describe its internal and external mechanisms for verifying the implementation of **ethical and legal behaviours** by its staff and **tracking illicit, unethical behaviours or the lack of integrity**.

The **number of corruption episodes** happened inside our company divided by year has been reported below.

G-T 4	2023	2022	2021
N. Corruption episodes	0,00	0,00	0,00

Our company implements several initiatives aimed at developing and promoting corporate culture; initiatives that are also communicated externally to ensure transparency and stakeholder involvement.

**The company offers maximum transparency regarding the methods and timing of payments to the various business partners. This information is clearly defined in our contracts, ensuring clear and transparent management of commercial transactions.**





# MANAGEMENT OF THE VALUE CHAIN

The value chain represents the entire lifecycle of our products and services, from design and production, to distribution and the end of the product's lifecycle.

As a company, we are always aware of the importance of a **virtuous interconnexion** throughout the entire value chain, especially for sustainability issues and business responsibility. Regarding sustainability issues, the company:

Involves its suppliers from the first tier of the value chain.

Involves its suppliers beyond the first tier of the value chain.

Engages its costumers.

*We also use a data collection system to engage our suppliers and measure the sustainability performances.*

The **supplier engagement strategy** we have adopted includes:

Initiating, towards them, awareness initiatives on sustainability thematic..

Requesting the subscription on our Code of conduct.



# MANAGEMENT OF THE VALUE CHAIN

G-T 5	General Requests to stimulate awareness	Punctual definition of objectives/criteria evaluation
Environment	Use of green transportations, recyclable/recycled packaging, optimization of deliveries (unite more deliveries into one tranche	Verify material upon the delivery, verify delivery methods and timelines
Social	Prohibition of underage labor, carreers, salary equity, training, anti-corruption, gender equality	Contracts with signing clauses, checks during the evaluation phase and on-site inspections by responsible personnel: badges, medical examinations, contribution payments, insurances enrollment, DPI use
Governance	Respect of the norms, processes modernization, adoption of corporate policies	Verification of document updates and implementation of update classes; DUO DILIGENCE for stakeholders and business partners; modification of contracts with the obligation to sign clauses



# MANAGEMENT OF THE VALUE CHAIN

The company can transmit its **sustainability goals** also to the **supply chain** levels that succeed the first, since we ask our direct suppliers to communicate these sustainability goals to their staff and in turn to their suppliers.

To demonstrate our commitment, **we inform** our customers about the impacts of our products and services, for which we are able to measure their effect on the following areas:

Climate change

Circular economy and resources usage



# MANAGEMENT OF THE VALUE CHAIN

## PROVISIONING

In 2023 security trust continued the **supplier analysis** activity to assess its attention on sustainability issues.

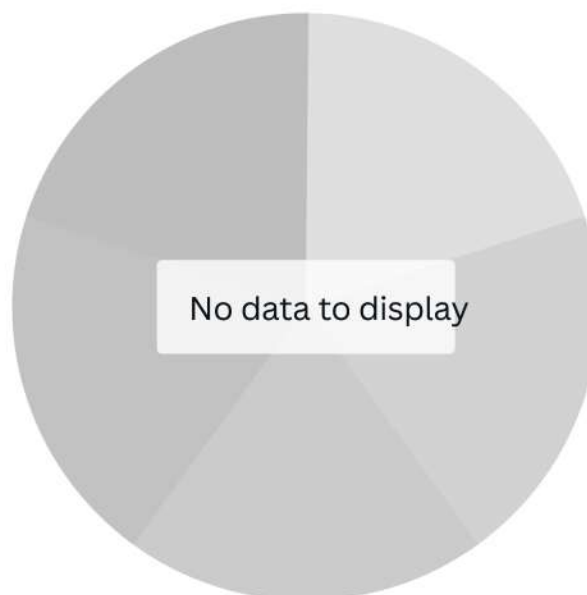
37

suppliers evaluated  
2022

48

suppliers evaluated  
2023

suppliers who were  
asked about  
improvements  
regarding ESG



virtuous suppliers

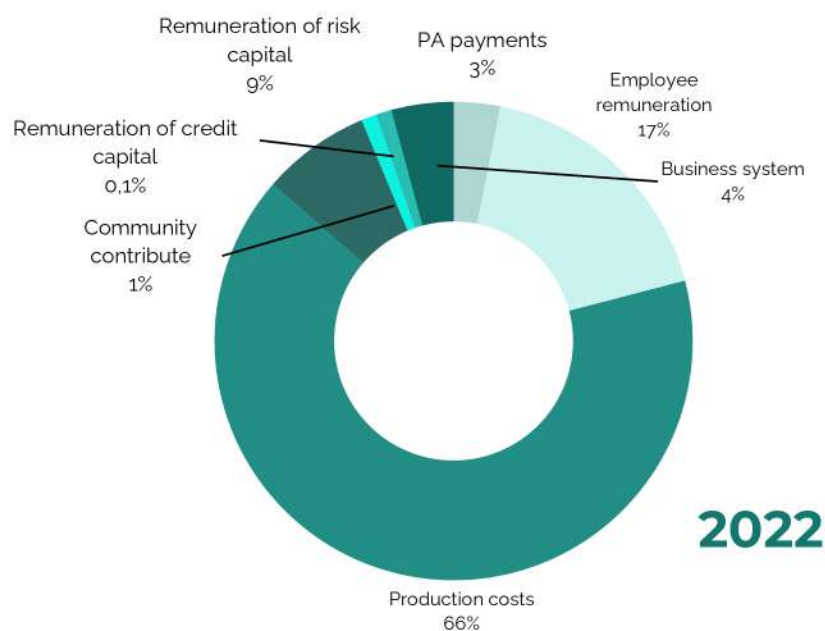
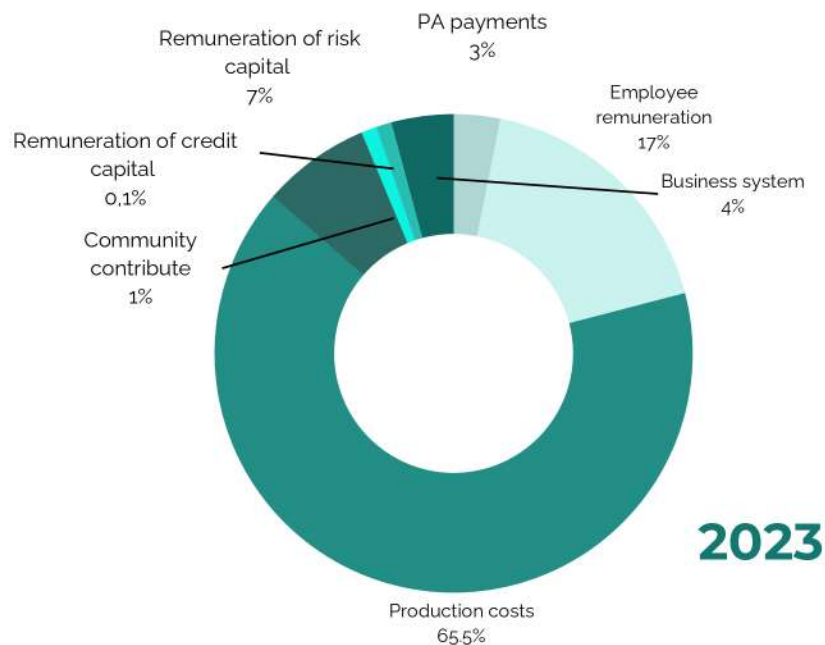
0

suppliers with negative social impacts  
among the evaluated sample

# MANAGEMENT OF THE VALUE CHAIN

## ECONOMIC VALUE GENERATED AND DISTRIBUTED

In 2023 Security Trust **improved its economic performances** compared to 2022, maintaining the proportion between the **economic value generated and distributed**.





# SOCIAL



# SOCIAL

We firmly believe that a strong social commitment is fair not only from an ethical point of view, but also represents a long-term strong competitive and value advantage for our company.

**People** are, without a doubt, the cornerstone of our organization; they encompass the employees, workers, customers, suppliers, distributor, sellers, investors, and their growth – in knowledge, prosperity and wellness- is central to everyone's success.

**Social issues** also influence brand reputation and trust and they have a **direct impact on our capacity to attract and retain talents**, foster an inclusive and safe work environment and positively contribute within the communities in which we operate.

As a company, we have chosen to **invest in the value of people**, both in terms of **human capital** (for example individual knowledge, skills, competencies...) and **social capital** (for example the shared norms and values...).

Let's focus on **employees**, the fundamental pillar on which the company builds its activities, they are offered a safe environment with stimulating, meritocratic, human rights respecting and non-discriminatory work conditions. Additionally, the company promotes, stimulates and incentivizes their professional growth and personal well-being.



End **poverty** in all its forms everywhere



End **hunger**, achieve **food security** and improved nutrition and promote **sustainable agriculture**



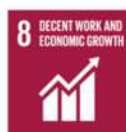
Ensure **healthy lives** and promote **well-being** for all at all ages



Ensure inclusive and equitable **quality education** and promote lifelong learning opportunities for all



Achieve **gender equality** and empower all women and girls



Promote **sustained, inclusive and sustainable economic growth, full and productive employment and decent work** for all.



**Reduce inequality** within and between nations.



Promote **peaceful and inclusive societies** for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



# DIVERSITY AND INCLUSION

Promoting an inclusive corporate culture that embraces and values differences in gender, age, race, ability, and background not only reflects the company's ethics but also contributes to improve productivity, innovation, and corporate reputation.

Diversity and inclusion play a crucial role in the ESG area for the companies aiming to create long-term value.

Our company is actively committed to **promoting diversity, inclusion and equal opportunities** among our staff. We have adopted a clear policy on this matter, which is communicated not only internally, but also externally through public documents such as our website and other communication channels.

Indeed, **ensuring equal opportunities for all employees** in terms of of employment, training, growth and promotion, regardless of gender, race, age is a crucial point on which we are dedicated to improve everyone's integration into the job market.

The following data related to the business organic shows the distribution of employees based on gender in percentage.

S-T 1	Men %	Women %
Employees by gender	91,00	9,00





# DIVERSITY AND INCLUSION

Below is the data relating to our employees, divided by type of contract and gender. The following numbers represent the percentage of men and women employed on a permanent, fixed-term and variable-hour basis in our company.

S-T 2	Men %	Women %
Employees by gender with a permanent contract	87,47	8,54
Employees by gender with a fixed-term contract	1,00	1,00
Employees by gender with a variable-hour contract	0,00	2,00

Our company constantly monitors the trend of **new hires and employee turnover**. This allows us to carefully evaluate our human resources management strategy and to eventually adopt corrective measures to ensure a stable flow of employment.

Every year **recruiting metrics** are calculated and periodically analyzed through a subdivision by relevant characteristics such as gender, age range, geographic area, background, etc...

The data related to our hires and employee turnover are presented below, divided by gender and age range.

This information allows us to evaluate our recruiting process and employee management, ensuring a complete and accurate analysis of our workforce.

# DIVERSITY AND INCLUSION

The number of hired employees and the percentage of male and female **turnover**, divided by age range under 30, between 30 and 50 and over 50 is presented in the chart.

S-T 3	Hired Men	Turnover Men %	Hired Women	Turnover Women %
Age<30 years	5,00	45,50	0,00	-
30years<Age >50 years	5,00	45,50	1,00	9,00
>50 years	-	2,00	0,00	-

Another important metric is the **ratio between women's average salary and men's average salary** within our company. This ratio reflects our commitment to ensuring **salary equity** and promoting an inclusive business culture.

Women's average  
Salary

Men's average  
Salary

> 1,3 %

Additionally, in **all venues** where our company operates, the ratio between women's and men's average salaries remains homogeneous. This reflects our commitment to ensure gender salary equality.

# DIVERSITY AND INCLUSION

Our company also evaluates the **ratio between the starting salary guaranteed within our company and the local minimum wage**, divided by gender. This information allows us to assess the salary equity at the entry level for both genders and our commitment to ensuring fair compensation relative to the local context. Below, we provide the values of the starting salary-to-local minimum wage ratio for men and women.

S-T 4	2023
Ratio between starting salary and local minimum salary (males)	1,00
Ratio between starting salary and local minimum salary (females)	5,00

Our company is able to indicate the ratio between the starting salary and the local minimum salary for others relevant categories besides gender. We are committed to carefully monitoring salary equity across different worker categories, such as ethnicity, job category and other pertinent variables, with the aim of guaranteeing equal and transparent compensation for all our employees.

We also report the ratio between the annual CEO compensation and the average total compensation of all employees (excluding the CEO or the individual considered in the numerator). This data provides an important indicator of compensation balance within our company and financial resource allocation. This ratio stands at approximately 43,46.

Next, we present the **percentage of women managers** compared to all managerial positions within our company. This data provides a clear indication on female representation in management roles within our structure. This ratio stands at approximately **1,00%**

Additionally, we report **the average ratio between the number of male and female representatives in the administration, management and control bodies** of our company. This data provides an important indicator of gender balance within our management and control institutions. This ratio stands at approximately **3,50%**.



# DIVERSITY AND INCLUSION

## Other Diversity Factors

The company monitors the total number of **non-employee workers** who are part of its workforce. This includes individuals with labor contracts, such as freelancers, or workers provided by companies engaged in recruitment or staffing activities. This **ratio is approximately: 1,00.**

Our company promotes the **inclusion of disadvantaged workers** through integration programs:

01

### Protected categories

Individuals belonging to protected categories who exceed the legal minimum requirements. This commitment goes beyond current regulations, demonstrating our intention to promote an inclusive and diverse work environment.

02

### Unemployment

Individuals who have been without a regularly paid job for at least six months or are over 50 years old. This program aims to offer employment opportunities to those who may face difficulties in finding work.

03

### Other disadvantaged workers

Other types of disadvantaged workers, providing job opportunities for individuals who may encounter challenges in the job market for any possible reason.

## Female empowerment

Our company promotes **female empowerment** through training and coaching initiatives. These programs are designed to provide women with the necessary skills and resources to develop their abilities and advance professionally, thereby contributing to gender equality in the workplace.

## Youth Entrepreneurship

Our company promotes **youth entrepreneurship** through training and coaching programs. These initiatives are designed to provide young entrepreneurs with the skills and resources needed to successfully start and manage their own business.

# HUMAN RIGHTS

Ensuring respect for human rights is not only a moral duty, but also essential for maintaining trust and corporate reputation.

Respect for human rights is of fundamental importance for any company committed to operating in an **ethical and responsible** way.

Our company adopted a **policy for managing issues related to human rights and the risks associated with them**. This policy was communicated also on the outside through public documents, such as our website, showing our commitment for transparency and human rights respect.

Security Trust is aware that a mechanism for identifying and reporting human rights violations is essential for monitoring and, if necessary, preventing the emergence of such issues.

Our company's **human rights policy** includes various categories of stakeholders. This allows us to evaluate the impact of our business practices and ensure that human rights are respected throughout the entire **value chain**, in particular:

01

## Consumers and final users

: We guarantee the quality and safety of our products and services, as well as the transparency and ethics of commercial practices.

02

## Employees

Through specific disposition, we guarantee the respect of their fundamental rights in the workplace and promote a safe, equal and respectful work environment.

03

## Workers along the value chain

We ensure them dignified and fundamental human rights respectful work conditions.

04

## Interested communities

We engage in including and respecting the interested communities by our activities, trying to minimize the negative impacts and promoting a collaborative and sustainable relationship.

# HUMAN RIGHTS

The human rights policy adopted by our company is in compliance with internationally recognized standards. This demonstrates our commitment to respecting and promoting human rights in line with international norms.

Our company has **involved stakeholders in the creation of the policy and/or human rights management guidelines**. We conducted a materiality analysis to identify relevant stakeholders and considered their opinions in the process of structuring the policy or human rights guidelines. This commitment reflects our desire to ensure that business decisions are informed by the perspectives and needs of the interested parts.

The company also tracks all information related to the **total number of risks regarding human rights** compliance arising from its activities. For the current year, the number of risks was: 8.00.

The chart below presents information related to the total number of risks based on the countries in which the company operates.

S-T 6 Paesi	Risks Number
-------------	--------------

ITALY

8,00

The company has set **clear objectives** to reduce the number of potential risks identified from our human rights analysis, formulated to ensure a safe, fair, and respectful work environment, in line with our sustainability and corporate responsibility principles.

The measures implemented to prevent the emerging of human rights-related risks have been designed to **identify and address** potential violations **promptly**, thereby helping to ensure an ethical work environment that respects human rights. This enables us to respond swiftly to critical situations and minimize the harmful effects on the individuals involved.

## Supplier analysis – Construction subcontracting

Identifying and controlling suppliers subject to potentially higher risks in terms of human rights violation allows us to guarantee the customer that the entire value chain operates in respect of these fundamental rights.



# HUMAN RIGHTS

## Child Labour and Forced Labour

Our company carefully verifies the age limits of hiring candidates. This process is essential to guarantee the respect of the regulations on child labour and ensure that all hiring is conducted in full respect of human rights and current laws.

Additionally, our company rejects every form of forced labour. We are firmly committed to respecting fundamental workers' rights and avoiding any practices that may be considered coercive or abusive. This commitment is reflected in our constantly monitoring of working conditions and the adoption of policies that promote a safe, equitable and human rights respectful work environment.

## Overtime and Compensation Equity

The company regularly makes verifications to monitor and/or ensure our employees salary adequacy. This process is essential to guarantee that our employees receive equal and adequate contribution for their roles and responsibilities. We strive in maintaining competitive salary standards that respect our workers' rights and the current regulations.

The company resorts also to the use of overtime hours and keeps monitored the amount of used hours. This allows us to assess the impact of business practices on employee well-being and work conditions. For this year the **average number of working hours stands at 5,40.**

Additionally, overtime hours in our company are compensated with a bonus compared to the standard hourly rate. This commitment reflects our respect for workers' rights and the importance we give to equal and adequate employees' treatment.

## Freedom of Association

We also allow our workers to join trade unions. We recognize the importance of freedom of association and actively support our employees' right to associate in order to protect their job interests and negotiate for more equal working conditions.

# HUMAN RIGHTS

## Discrimination management

Our company has established a public channel through which it's possible to report **discrimination and human rights violation** cases. This channel is accessible through different means, such as the company's website, a dedicated email address or ordinary mail. It's important to highlight that this channel is externally published and open to anyone who wishes to report eventual violations, demonstrating our commitment to transparency and the protection of human rights.

The company has also implemented **policies to protect individuals who use the complaint channels from possible retaliation**. This shows our commitment to maintaining a safe and inclusive workplace, where employees feel free to report problems and violation without fear of negative consequences.



# OCCUPATION

Promoting a dignified, equal and inclusive employment not only improves employees' quality of life, but also contributes to the social cohesion and economic progress.

Our company offers **additional social protection systems** beyond public programs. This reflects the company's commitment to providing additional support to employees beyond the standard government provisions.

## Training

The company has a clear commitment and strategy regarding employee training policies, which are communicated publicly to all key stakeholders.

We have established **specific training policies** for employees covering all ESG dimensions (Environmental, Social, and Governance). This commitment demonstrates our desire to provide our employees with comprehensive and in-depth training on all sustainability-related issues, in order to promote a responsible and future-oriented corporate culture.

The chart below presents information related to the *average number of training hours provided and utilized by each employee, divided by gender*.

S-T 7	Men	Women
Average training hours by gender	14,40	10,80

In the context of corporate sustainability, investment in training and development expenses is of crucial importance. This average value of expenses represents the total investments made by the company to improve employees' skills and knowledge on topics relevant to our industry, or to develop leadership capabilities.



# OCCUPATION

## Employee well-being

The company has a clear commitment and strategy regarding **employee well-being policies**. We have developed internal guidelines and recommendations, which we also communicate externally to our stakeholders.

Specific parameters have been defined to measure and monitor employee well-being, which may include a range of indicators, such as the number of deaths resulting from occupational diseases, cases of reportable occupational diseases, the main types of occupational diseases among employees, the percentage of employees participating in health and well-being programs, the best practices adopted by the company, employee absenteeism rates, the number of remote working days granted for employees, and the welfare initiatives promoted.



We examined **our employees' participation** in programs related to health and well-being. This data reflects our commitment to promoting a **healthy and sustainable work environment** for our staff.

# 100%

involved employees

In the end, we analyzed the **absenteeism rate among our employees**, an important indicator for workforce management and organizational well-being. This data represents the percentage of non-worked hours compared to total worked hours, offering an indication on the presence and commitment level of our staff in the work environment.

# 17,26%

absenteeism tax

# HEALTH

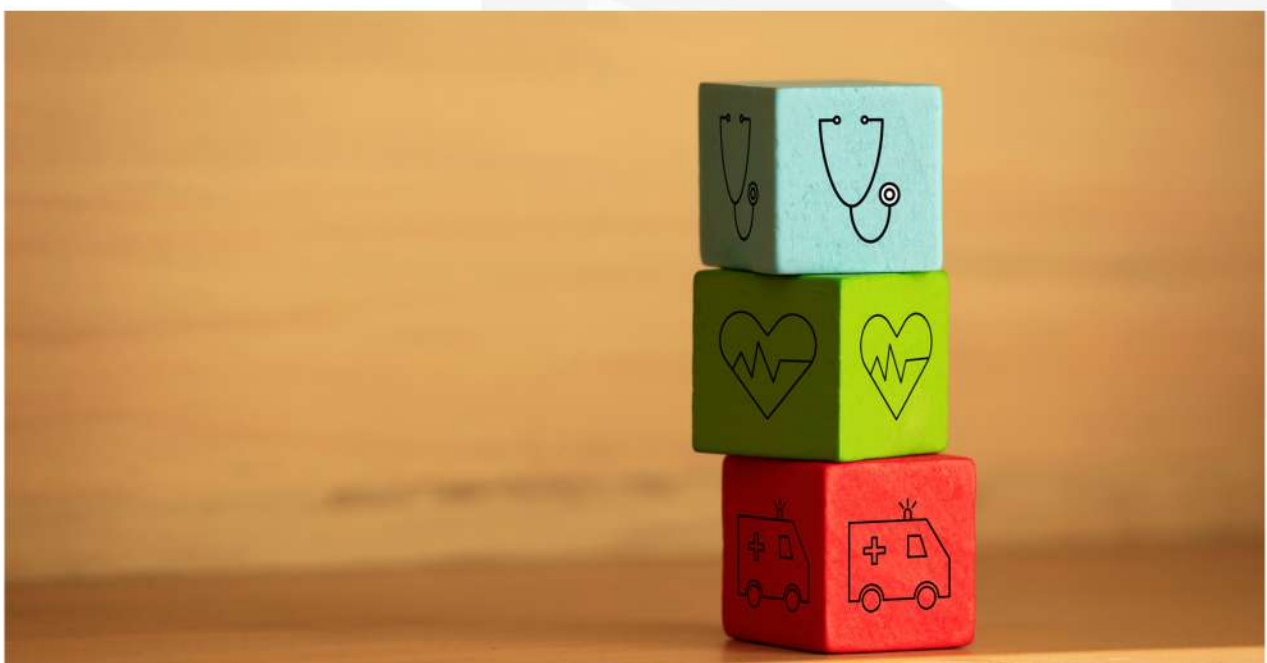
Health and safety on the job are crucial themes for all companies, regardless from the activity sector.

These cannot be overlooked, not only because they are a legal obligation, but also because a safe and healthy work environment promotes employee trust and commitment, reduces absenteeism and costs related to workplace injuries, and helps build a positive reputation among the company's stakeholders.

Security Trust is committed to a **clear strategy** regarding the system of policies and management norms related to health and safety at work, both for employees and independent workers whose job/workplace is managed by the organization. This strategy is also publicly communicated to all main stakeholders.

We adopt a **comprehensive and measurable approach** to assess and improve the health and safety of our employees through a qualitative and quantitative methods, including the use of key performance indicators (KPI) to track progress and improvements.

Our company is able to identify the **methods used** to facilitate workers' access to **healthcare services unrelated to work**. We recognize the importance of ensuring adequate and convenient access to medical services for our employees beyond work-related needs.



# HEALTH

The following chart provides a panoramic of data related to **workplace safety** within the company, distinguishing between employed workers and independent workers (whose job/workplace is under the company's control). The data are related to fatalities resulting from workplace injuries, workplace injuries with severe consequences (excluding fatalities) and to reportable workplace injuries.

S-T 8	Number	Rate %
Fatalities	0,00	0,00
Severe workplace injuries	0,00	0,00
Reportable workplace injuries	0,00	0,00

The chart provides a detailed analysis of **occupational disease reports and recordable occupational disease cases**, specifically for the company's employed workers. Occupational disease reports represent cases of illnesses reported as work-related. Other cases include illnesses recognized as work-related and officially recorded, requiring proper documentation and reporting to the relevant authorities.

S-T 9	2023
Number of occupational disease reports for employed workers	0,00
Number of recordable occupational disease cases for employed workers	0,00



# HEALTH

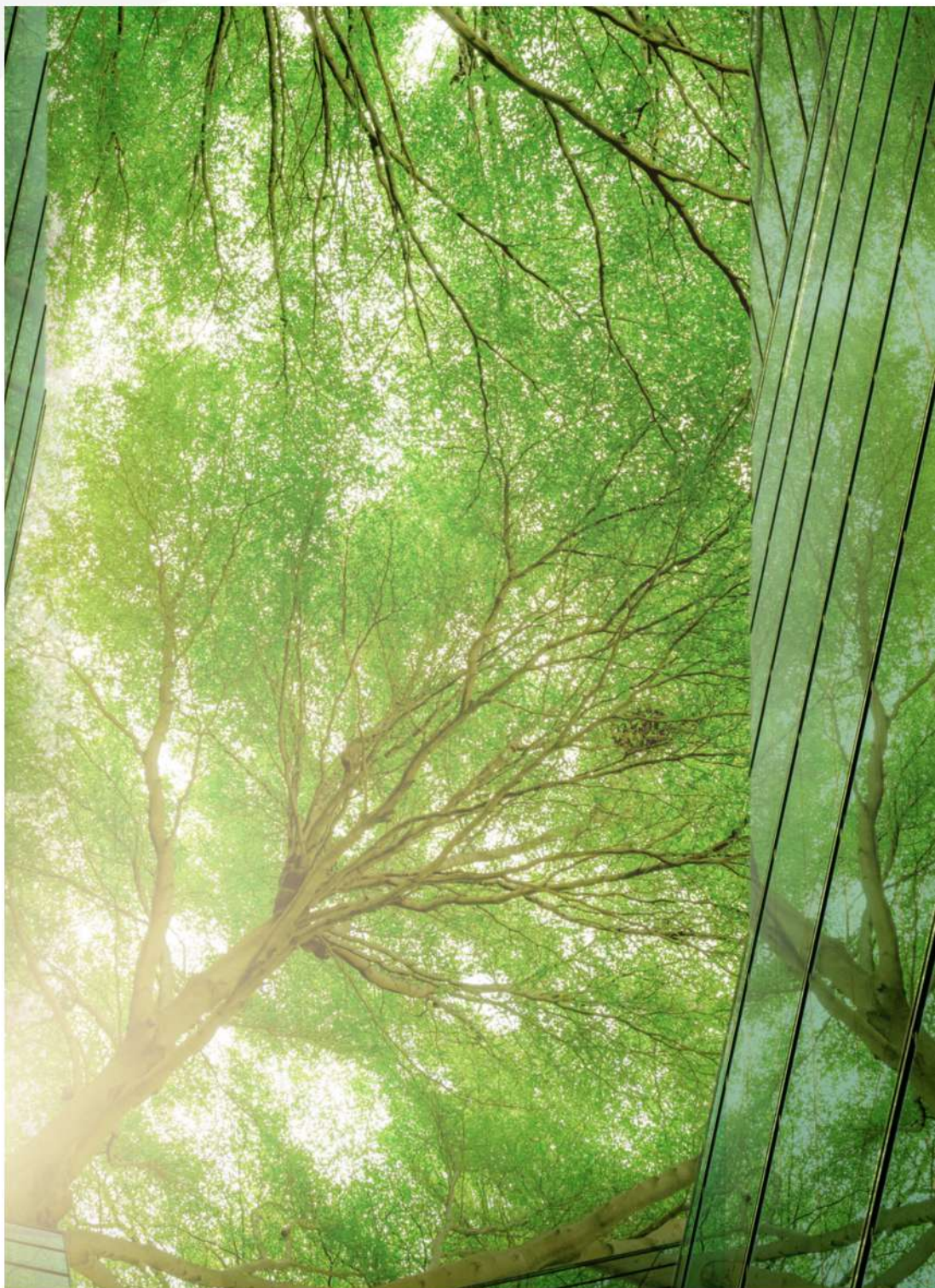
The following chart provides a detailed analysis of the number of **workplace injuries**. Divided by employed and non-employed workers and classifies by different types of injuries: temporary, permanent and fatal.

S-T 11	Employed workers	Independent workers
Temporary injuries	0,00	0,00
Permanent injuries	0,00	0,00
Fatal injuries	0,00	0,00





# ENVIRONMENT





# ENVIRONMENT

Companies must be strongly committed to integrating sustainable practices into all aspects of their activities, such as implementing policies and procedures aimed at reducing environmental impact, adopting measures to improve energy efficiency, reducing greenhouse gas emissions, minimizing the use of non-renewable natural resources, and defining circular economy models.

As a society, we are aware of the **crucial importance of the environment** and the potential negative impacts that companies can have on it, including climate change, excessive exploitation of natural resources, destruction of ecosystems and biodiversity loss.

We recognize that these issues must be managed effectively to ensure business continuity while avoiding significant harm to the ecosystem and the people who inhabit it. This corporate responsibility must extend throughout the entire value chain in order to be truly accomplished.

We are therefore convinced that, as a company, through **concrete and continue commitment to environmental issues**, we can make a significant contribution to mitigating climate change, conserving natural resources, and promoting sustainable production and consumption practices, preserving the planet for future generations.



Ensuring sustainable **consumption and production patterns**



Ensure availability and sustainable management of **water resources** and **sanitation** for all



Ensure **access** to affordable, reliable, sustainable and modern **energy** for all



make **cities** and human settlements inclusive, safe, resilient and sustainable



Take urgent action to combat **climate change** and its impacts



conserve and sustainably use the **oceans, seas and marine resources** for sustainable development



Protect, restore and promote sustainable use of **terrestrial ecosystems**, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Ensure **healthy lives** and promote **well-being** for all at all ages



# CLIMATE CHANGE AND ENERGY EFFICIENCY

Global warming is causing alterations across the entire world, some of which result even irreversible. Moreover, higher temperatures and extreme weather events involve significant costs for the economy.

To help mitigate these effects, our company has adopted a **policy for managing climate change-related aspects**. The strategy has been clearly defined for each business function and publicly communicated outside the company.

With the aim of pursuing the **reduction of climate impact** and achieving climate action goals, the company has set **clear and targeted objectives to reduce greenhouse gas emissions**, implementing active monitoring and management processes and defined:

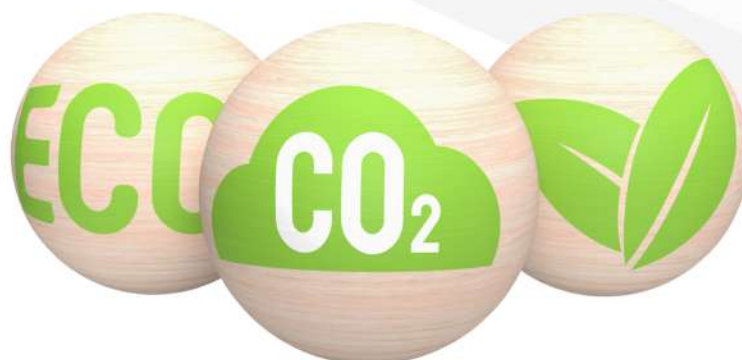
Objectives to reduce direct emissions (**GHG Scope 1**) related to resources used for business activities

Objectives to reduce indirect emissions (**GHG scope 2**)

Our company also measures and monitors its GHG emissions:

For direct emissions **Scope1** type

For indirect emissions, related to purchased energy from the company, **Scope2** type



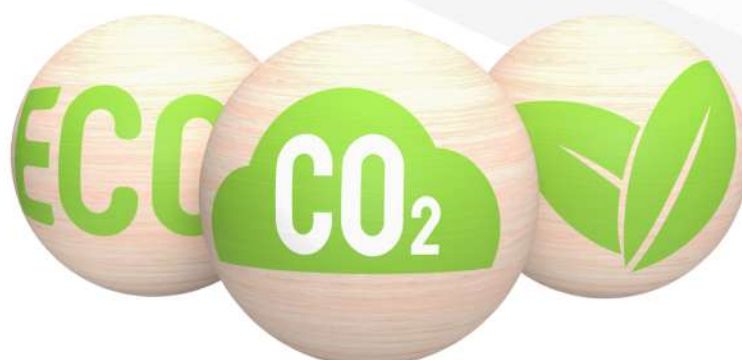
# CLIMATE CHANGE AND ENERGY EFFICIENCY

The following chart shows, if available, the data related to **tons of greenhouse gas emissions** of scope1, scope2 and scope 3 category (expressed in tCO<sub>2</sub>e) following the **GHG Protocol**

E-T 1	Total emissions CO <sub>2</sub> 2023
Total emissions GHG Scope 1	255,16
Total emissions GHG Scope 2	23,13

The following chart shows, if available, the **tons of greenhouse gas emissions** (expressed in tCO<sub>2</sub>e) **detailed by year**.

E-T 2	2023	2022	2021
Total emissions GHG Scope 1	255,16	243,54	-
Total emissions GHG Scope 2	23,13	1.039,03	-



# CLIMATE CHANGE AND ENERGY EFFICIENCY

The potential **impacts of climate change** and the decarbonization process, especially if not managed in an orderly manner, could generate burdens for the entire economic system and lead to significant financial losses. Proper **monitoring** and **prudent management of climate risks** are therefore crucial to reduce the vulnerabilities of the financial system. In this regard, our company is able to:

Analyze the main financial effects related to physical risks (related to the occurrence of extreme natural phenomena) relevant to climate change.

Analyze the main financial effects related to transition risks (stemming from the shift to new energy production and consumption systems that allows reduce greenhouse gas emissions) related to climate change.

**The company has also defined a transition plan for climate change mitigation, formalized and communicated externally.**

In addition, our company has successfully implemented the TCFD (**Task Force on Climate-related Financial Disclosures**) recommendations, setting goals aligned with the Paris Agreement. This initiative has been an integral part of our corporate strategy, with the TCFD recommendations fully and precisely integrated. Furthermore, these objectives have been clearly defined, ensuring direct consistency with the goals established by the Paris Agreement.

As a company, we have adopted a **proactive strategy** to face the challenges related to CO2 emissions and greenhouse gases, which have been reduced through direct actions.

Our culture embraces the **rational use of energy used** to provide our products and services to customers. We have indeed consistently committed to reducing energy consumption and **minimizing environmental impact**.

**Throughout the year, the company has adopted a policy for managing energy efficiency aspects of its offices, as there are no production sites. The strategy has been clearly defined in every business function and publicly communicated outside the company.**



# CLIMATE CHANGE AND ENERGY EFFICIENCY

Throughout the year, the company has adopted a policy for managing energy efficiency aspects of its offices, as there are no production sites. The strategy has been clearly defined in every business function and publicly communicated outside the company.

The policies and guidelines defined by our company regarding energy efficiency also include measures concerning the promotion and use of renewable energies.

The company is also actively committed to the measurement and accurate monitoring of its energy consumption, demonstrating strong dedication and positive awareness towards environmental sustainability.

The **new headquarters** project also includes **complete energy autonomy, self-produced from green sources**.

The **consumption and production in Megawatt-hours** from various renewable and non-renewable sources are reported.

E-T 5	Value (MWh)
Total energy consumption from fossil sources	-
Total energy consumption from nuclear sources	-
Total energy consumption from renewable sources	87,86
Total energy production from renewable sources	0,00
Total energy production from non-renewable sources	0,00

# WATER AND MARINE RESOURCES

Water is a primary resource to be preserved and in this regard it is necessary to commit to reducing consumption and minimizing environmental impacts on the territory.

For this reason, throughout the year the company has adopted a **policy for the management of corporate water resources**, with guidelines and internal procedures.

Our company is not only actively committed to **measuring** but also to **monitoring the use of water resources**, allowing a precise identification of the levels of use of such resources and their related trends over time.

The chart below shows the quantities of water extracted, recovered, stored, and consumed (in cubic meters) in the company's activities. Additionally, it includes the percentage of extracted and consumed water that is linked to geographical areas classified as high or extremely high in "water stress" and the estimated value of water extracted and consumed throughout the entire value chain.

E-T 8	In corporate activities m3)	In areas with high Water Stress (m3)	Estimate for the entire Value Chain (m3)
Extracted	153,00	0,00	0,26
Consumed	153,00	0,00	0,26
Recovered	0,00	-	-
Stored	-	-	-

# RESOURCE USE AND CIRCULAR ECONOMY

We need to rethink production from an eco-design perspective, aimed at extending the product's lifespan, facilitating its recycling, and postponing the moment of its final disposal as much as possible.

However, this issue now requires further policy efforts to be addressed effectively. It must be recognized that the **rational use of raw materials**, along with careful waste management, helps reduce the environmental impact of the production process.

In this regard, throughout the year, the company has adopted a **policy for waste management and circular economy** for its offices, but especially for the warehouse and the management of incoming and outgoing materials, with guidelines and internal procedures.

The company has implemented **methodologies to measure and monitor the amount of waste produced**, thanks to which the company is able to identify potential areas for improvement and adopt targeted strategies to reduce waste accumulation.

**As evidence of the company's commitment to promoting a transition towards a more circular economy, and in response to the need to preserve natural resources for future generations, clear and tangible objectives have been defined within the framework of the circular economy, also collaborating with third parties to achieve them.**



# RESOURCE USE AND CIRCULAR ECONOMY

Our company comes with **tools and methodologies to measure the resource flows entering the production process and business operations.** These provide a comprehensive and accurate overview of the company's supply chain, contributing to support responsible resource management and promote environmental sustainability within business operations.

The following chart shows the quantity (KG) of waste categorized by type and destination, as well as the percentage of waste sent for recycling in relation to the total waste produced by the company.

E-T 9		2023
Total of waste (KG)		12.723,00
Total by Type		-
• Dangerous waste (KG)		1.640,00
• Non-dangerous waste (KG)		11.083,00
• Radioactive waste (KG)		-
Total by Type		-
• Waste destined for recovery (KG)		11.083,00
• Waste destined for disposal (KG)		1.640,00

The following chart shows the quantity (KG) of waste destined to disposal by type of treatment.

E-T 10	Total Quantity of waste (KG)
<b>Non-dangerous waste divided by destination (KG)</b>	-
• Total non-dangerous waste destined for preparation for reuse	0,00
• Total non-dangerous waste destined for recycling	9.740,00
• Total non-dangerous waste destined for other recovery operations	1.343,00
• Total non-dangerous waste destined for incineration	0,00
• Total non-dangerous waste destined for landfill disposal	0,00
• Total non-dangerous waste destined for other disposal operations	0,00
<b>Dangerous waste by destination (KG)</b>	-
• Total dangerous waste destined for preparation for reuse	0,00
• Total dangerous waste destined for recycling	0,00
• Total dangerous waste destined for other recovery operations	0,00
• Total dangerous waste destined for incineration	0,00
• Total dangerous waste destined for landfill disposal	1.640,00
• Total dangerous waste destined for other disposal operations	0,00

# RESOURCE USE AND CIRCULAR ECONOMY

The chart below shows the **percentage of waste sent for recycling compared to the total waste produced** by our company, and the recycling content rate in the products and their packaging.

E-T 11	%
% of waste sent for recycling compared to the total waste produced by the company	77,00
Recycling content rate in products	-
Recycling content rate in packaging	-





# OUR ESG PROJECTS

Throughout the year, the idea of an **Equality, Diversity and Inclusion** project promoting values inspired by equal opportunities, ethics and merit has developed together with existing policies.



## Equality, Diversity & Inclusion



Security Trust deals mainly with services in which the workforce is driven by the human component of teamwork. This reality is difficult to reconcile with gender equality, since it is mainly dominated by men. However, over the past two years, Security Trust has started a 360° sustainability project, focusing on enhancing themes of **Equality, Diversity and Inclusion** and making the company more innovative and capable of creating added value.

Combining the uniqueness of each single element, creating interactions both within work moments and outside the company, fostering and promoting the richness that diversity brings are must-have that generates pluralistic and inclusive workplaces and make the company more competitive.

Creating interaction between seniority and new entries in a plan that is not only about tutoring, but also and primarily about synergies exchange where the "old" is compared to the "new" and where the staff is not only trained but where the innovative freshness of youth stimulates and brings changes and creates a cultural and training background with the aim of achieving an energetic business goal, always in step with the times. Security Trust has always been committed to listening its core strength: the people that form its soul. It engages in equality, diversity and inclusion in business management, through concrete initiatives that aim to create an inclusive workspace based on dialogue, respect, listening and the valorisation of every person.

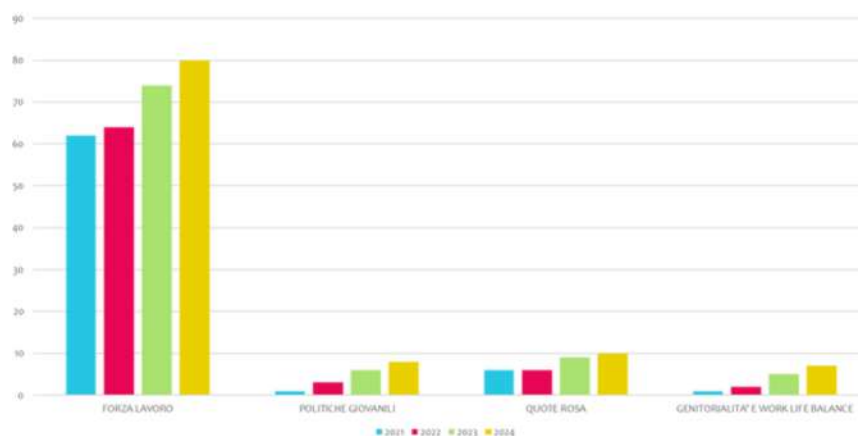


# OUR ESG PROJECTS

## Objectives

- Increase the workforce
- Implement youth policies – partnership with high schools and universities. Providing laboratory spaces to universities for active collaborations in the field
- New hires in youth demographics
- New hires in quotas for women
- Promote parenthood with flexibility of work hours/ part time options
- Promote work life balance introducing hour flexibility to support parenthood beyond what is required by law
- Hire qualified staff for Recruiting
- Staff training
- Security Trust's project aims, trough monitoring and auditing, to make new skills a key pillar for the future
- Among welfare projects in favour of employees, Security trust is building a new headquarter where there will be make available for free to the employees a gym, a restaurant and a green area of diverse hectares, designed by an eco-designer to promote pshyco-physical regeneration trough contact with nature.

## Project numbers



2022



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