



# **Sustainability Booklet**

**Shaping a healthier world  
for today and tomorrow**





## A message from our CEO

# We believe in sustainable business

Day by day, the world is realizing the incredible opportunities that stem from **sustainable digital transformation which combine technological innovation and human values**. Sustainability is the strength that leads change today, offers new possibilities, creates added value for society, and opens the doors to the future.


This is a Future that must be imagined and welcomed.

And we have been doing it together with our clients and partners for more than 40 years, thanks to innovative strategies and solutions that foster digital transformation and reinvent business models.

Aware of the responsibility we have toward our people and the whole world, **we have integrated Sustainability policies into our business**. We have committed to different projects supporting the **environment, communities** near and far, **inclusion**, and **work-life balance**.

This is our commitment for the future, fully aware that **together we can make a difference**.

Michele Moretti

A handwritten signature in dark ink, appearing to read 'michele moretti', written over a faint, horizontal, hand-drawn oval line.

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The following projects are only some of the initiatives we've carried out during recent years. They are divided into four areas, but they blend together into our path toward sustainability.

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## Fincons Forest

# 2000 trees in Africa to tackle climate change

To celebrate World Environment Day, in June 2021 Fincons planted around **2000 new trees in Africa**, one tree for each one of us, bringing the Fincons Forest to life.

Our trees are located in Kenya, Cameroon, Tanzania and Madagascar: four different countries to **foster biodiversity** and help **local communities**, while fighting **climate change** and helping out the planet.

Each tree is geolocated and photographed for its whole life, to offer information on the **agroforestry projects** in which every tree is involved and the stories behind the **people** that look after them.

These are our “green sentries” in the world, that will allow us to save up to ca. **500.000 kg of CO2** in 10 years.



VISIT  
OUR FOREST



# Improving our offices

# At the forefront of sustainability

The attention towards our office spaces mirrors the commitment we put into sustainability topics. We are working towards the optimization and efficiency of our offices to offer spaces that are not only inclusive but that also reduce waste.

We've implemented renewable energy, solar panels, rainwater harvesting, presence sensor to switch lights on and off, ecological air conditioning and many more ecological solutions.



# 100% Renewable Energy Investing in green energy

We respect the environment by only using **energy produced from renewable sources** such as water, sun, wind, and the heat of the earth.

Our energy is certified with the **“Guarantees of Origin” system** by our energy service provider, in accordance with the **CE Directive 2009/28/CE**.



## Recycling Revolution

# Together against disposable plastic

We've joined the fight against disposable plastic announced by the **European Commission**.

All plastic bottles in our offices have been replaced by **more eco-friendly solutions** like aluminium cans, glass bottles and recycled plastic bottles.

The same attention has been drawn to coffee cups and stirring sticks in the vending machines, which have now been replaced by **compostable materials**.



# Plastic Free Clean Up Cleaning up our cities

We have further strengthened our commitment to protecting the environment by starting a collaboration with **Plastic Free**, the voluntary association that fights plastic pollution.

We have been an official sponsor of their national event in Italy, and we take to the streets in all the cities where we have offices to pick up and dispose of plastic litters.



**FinconsTekne**

# Theatre to bring out the best in people

Anna Maria Delzotti, theatre director and professor of Literature, has been leading the Fincons Group Theatre Lab since 2011 in Vimercate and since 2019 in Bari.

This project offers Fincons' People the opportunity to share a training path of **human development**, while acquiring skills that are professionally useful.



## Wellness & Team Building

# Taking time for ourselves

To encourage **work-life balance**, Fincons has launched a series of initiatives to improve our health and foster team building.

For example, we opened our “virtual gym” where to attend fitness courses in live streaming, we take part in famous marathons, and we foster sporting initiatives for our people.



## Fincons Book Club

# Sharing the passion for reading

Fincons Book Club is a bookshelf for all Fincons People, where everyone can bring a book that they want to share.

It is thanks to the contribution of each one of us that the Book Club project will be able to fully express its creativity.

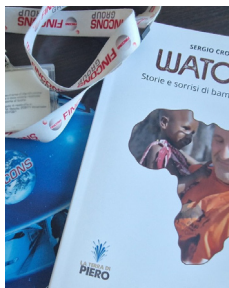


# Supporting local charities

# Helping the helpers

We stand by local associations that support people with disabilities or from disadvantaged backgrounds. We supported the **Francesca Rava Foundation**, that helps children in need. We helped the **La Terra di Piero** association collecting

groceries for people in need, we contributed to purchase a minibus for a local **Day Care Center**, and we sponsored the **Parent Project** association events to support families with children affected by muscular dystrophy.



# Fincons in Senegal

## Help. Health. Hope.

### For who need it the most

The relationship we established with the **village of Pire Goureye** in Senegal is one of a kind. Over the last years we've worked to tackle some of the issues present in Senegal's countryside, such as the **low schooling rate** and the **weak health care system**.

We've **built a school** to provide children in the area with greater future opportunities: a structure made in reinforced concrete, one of the few in the area.

We've also been supporting the **local hospital** with the required equipment and renovation of the maternity ward, to provide much-needed care for women during pregnancy and childbirth as well as for newborn infants.







*A school is a highly valuable asset to poorer communities because it promotes social, cultural and economic growth while laying the foundations for a better future for children and for the whole village.*



## UN Global Compact

# The world's largest CSR initiative

We are committed to incorporating and supporting the ten principles of the United Nations' Global Compact in all business strategies and practices, including respect for **human and workers' rights**, **environmental protection** and the **fight against corruption** in all its forms.

By joining the Global Compact, Fincons becomes part of a **network of companies** and institutions that share goals for the future and are committed to responding to the most urgent challenges with **concrete** and **measurable** actions.

# EcoVadis Gold Rating Gold medalist for sustainability

EcoVadis is the largest sustainability rating platform. It covers a wide range of non-financial management systems, such as **environmental, human rights, ethics** and **sustainable procurement** systems.

Fincons has been awarded by EcoVadis with the **Gold Medal**, officially placing us in the **top 5% of the most sustainable companies in the world.**

GOLD | Top 5%

ecovadis

Sustainability Rating

MAY 2024

## Code of Ethics

# The values that lead our way

Fincons Group's story is founded on **human values** which are deep-seated in our company culture.

These values are written inside our Code of Ethics as a point of reference for all our people, as they **inspire and lead** the actions of each and every one of us.



# Legality Rating

## Constant attention to legality and transparency

Fincons has requested and obtained its Legality Rating, that certifies our organization is based on **good behaviour**.

It confirms that Fincons and its administrators **do not have any preventive measures and convictions**, and have adopted a structure to **control compliance and prevent risks**.

## SA 8000 Certification

# Guaranteeing respect for human rights

Fincons has always been committed to promoting dignified working conditions, maximum attention to the principles of sustainability, and zero tolerance towards any form of discrimination.

This is why we have been **certified with the SA 8000 standard**. Its values are based on the Universal Declaration of Human Rights and the ILO (International Labour Organization) conventions and are an integral part of Fincons Group.





## ISO 27001 Certification

# Data and information need to be protected

Data security is at the forefront of Fincons Group's priorities. That's why we constantly renew our ISO 27001 certification.

In today's market, where contact with customers and suppliers happens daily through interconnected systems, this certification guarantees that we can **protect information within the company and promote a shared data security culture.**



# ISO 45001 Certification

## Health and safety at the heart

We are committed to spreading the culture of **health and security** with the aim of guaranteeing a **safe workspace**.

We're glad we have been awarded with the ISO 45001 certification, which demonstrates we have adopted a systematic approach to **eliminate or minimize risks and spread a culture of safety** across the company.



# ISO 14001 Certification

## Toward a greener world

We've successfully completed the assessment for the ISO 14001 certification, which demonstrates our commitment to **satisfying legal requirements** and face risks and opportunities.

This translates to ensuring the **optimal management of waste**, preventing the impact of accidents, improving and **promoting the sustainability of the services** offered by the company and **raising the awareness** among all staff.



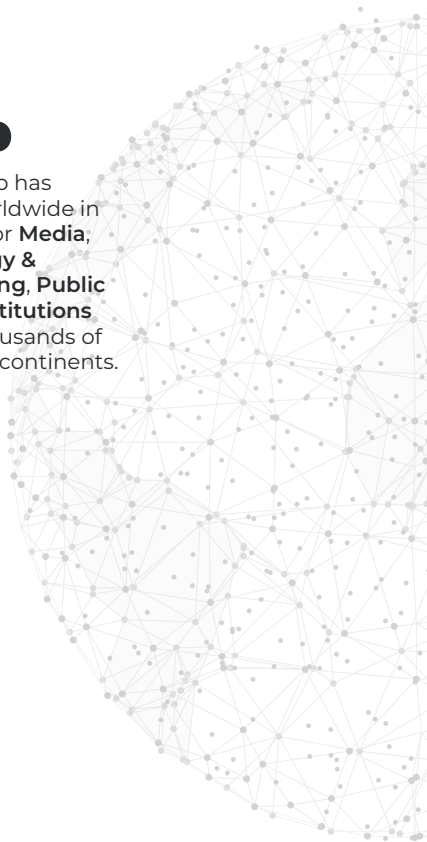
# ISO 14064 Certification Fighting greenhouse gases

At current global greenhouse gas emission rates, **temperatures on the Planet could increase by more than 1,5 °C by 2050**, which is the threshold set by the Paris Agreement to avoid dangerous climate change scenarios.

We've gained our ISO 14064 certification to **identify the amount of greenhouse gases produced and take action against them** with related policies and investments.

# About Fincons Group

For more than **40 years** Fincons Group has been supporting business leaders worldwide in their innovation journey, specifically for **Media, Financial Services & Insurance, Energy & Utilities, Transportation, Manufacturing, Public Administration, and International Institutions** industries. Today we can count on thousands of IT professionals around the globe in 3 continents.









[finconsgroup.com](https://finconsgroup.com)