



LEGEND*

■ Workers/Business Perimeter

■ Consumers

■ Community

Spread the ambition for an increasing engagement in the Social dimension of corporate sustainability, across supply chains and within communities, aiming for value chain involvement, and, where possible, going above and beyond compliance with the requirements of the law, so as to ensure an equitable and sustainable future for the generations to come and leave no one behind.

1. Integrate the Social dimension into business strategies and enhance the creation of social value by enterprises

Adopt an integrated approach to sustainability that values the Social dimension throughout the value chain, ranking it on a par with the Environment and Governance; assess risks across the board and, at the same time, the opportunities for the other dimensions that arise from the benefits of social interventions, with a view to a "just and inclusive transition", thus contributing towards generating progress and a positive social impact.

2. Respect Human Rights and Labor Rights

Comply with Principles 1 through 6 of the UN Global Compact and draw inspiration from the *UN Guiding Principles on Business and Human Rights*; ensure appropriate working standards for workers everywhere in the enterprise, going above and beyond compliance with the requirements of the law, where possible; require supply chains to reject forced or child labor; commit to implement due diligence and monitoring processes and include suppliers in this process so as to reach out to the entire value chain.

3. Develop a culture of inclusion, respect for diversity and equity

Respect and promote DEI within the enterprise, across supply chains and in the communities in which the enterprise operates; fight any and all forms of discrimination; recognize and communicate the value of diversity and equity and the potential of inclusion by adopting specific policies and implementing projects to protect people at risk of discrimination, relying on inclusive language in all internal and external communications.

4. Commit to the welfare of workers

Establish working conditions and spaces that promote people's health and well-being; provide corporate welfare benefits and embrace work-life balance practices, paying particular attention to vulnerable persons, going above and beyond compliance with the law requirement, setting improvement goals and periodically measuring worker satisfaction and the climate inside the enterprise.

5. Invest in internal and external training and awareness raising

Train and engage employees, stakeholders and suppliers in sustainable development themes; share challenges, tools and best practices that include the Social dimension and that generate innovative solutions; reach out to citizens and consumers in this effort and maximize the enterprise's potential value creation role.

6. Identify corporate finance actions and synergies that benefit the Social dimension

Invest in own or third-party impact finance initiatives; where provided for under corporate finance strategies, allocate financial resources to Social Bonds, Sustainability-Linked Loans, funds or other financial instruments that have a positive social impact objective; collaborate with other partners on multi-stakeholder initiatives.

7. Promote practices that strengthen equity and reduce inequality

Adopt trade practices that protect consumers and reduce inequality; put in place a system of innovative and transparent anti-corruption solutions to ultimately ensure access to goods and services for the largest possible number of citizens.

8. Support collective actions for the welfare of communities

Participate in alliances, partnerships and initiatives, alongside other enterprises, governments, institutions, non-business organizations, and local associations for co-design, campaigning and regulatory advocacy activities; engage in networking and foster innovation to ensure greater well-being for communities.

9. Transparently measure and report on social impacts

Accountably track the social impacts on stakeholders and the broader society, involving them in the process; use Key Performance Indicators and trend analyses that provide evidence of achievements over time.

10. Communicate and be an Ambassador

Transparently communicate to the outside world the efforts, progress and difficulties, if any, with the aim of engaging new CEOs and Presidents in a shared effort and increasing stakeholder attention to the Social dimension of corporate responsibility.

*Socially sustainable goals and activities as classified under the Social Taxonomy.