

environmental policy

september 2024



Our commitment to environmental protection.

For the Human Company Group, it is natural to defend, protect, and foster the well-being of both people and the planet. The Group feels a responsibility to act with dedication, staying true to the principles and values that have always defined it. Acting with respect and authenticity, the Group is committed to playing an active role in achieving these objectives.

The Environmental Policy of the Human Company Group is inspired by the United Nations Environment Programme (UNEP), the European Green Deal, and the principles of the Global Compact, aiming to directly contribute, or collaborate with partner organisations, towards achieving the UN Sustainable Development Goals (SDGs).

This Environmental Policy, in line with the values and principles outlined in Human Company's Code of Ethics, reaffirms the Group's commitment to improving its environmental performance by preventing or minimising environmental risks and impacts through the pursuit of increasingly ambitious objectives.

The Human Company Group applies its Environmental Policy across all its activities and encourages the adoption of its foundational principles throughout its supply chain.

Our strategic priorities.

The key areas of the Human Company Group's environmental focus include: reducing GHG emissions, safeguarding biodiversity, ensuring the responsible management of water, energy, and waste, promoting a circular economy, and fostering a culture of sustainability both internally and across the supply chain.



Combating Climate Change



The Human Company Group commits to:

- Quantifying, monitoring, reducing, and transparently communicating its direct and indirect GHG emissions in line with internationally recognised standards within its Sustainability Report;
- Identifying, assessing, and managing climate change risks across its facilities and throughout the supply chain.

Safeguarding Biodiversity



The Human Company Group commits to:

- Promoting the protection of natural habitats and animal welfare in areas where its facilities are located, recognising the importance of preserving ecosystems and biodiversity, and supporting the regeneration of environmentally sensitive areas (e.g., converting a thermal power plant);
- Collaborating with suppliers and external partners to assess the impact on biodiversity throughout the various stages of the supply chain, aiming to identify and address potential issues in each context;
- Developing and defining sustainable urbanisation guidelines;
- Gradually defining and implementing a biodiversity strategy to promote nature-focused activities that highlight the unique biodiversity of its sites or the local environment of its villages.

Promotion of a responsible supply chain



The Human Company Group commits to:

- promoting the implementation of a supplier system that enhances their sustainability practices through the development of a Supplier Code of Conduct;
- progressively increasing collaboration with local suppliers (within 100 km) at the operational level.



Promoting the responsible management of water, energy and waste



The Human Company Group commits to:

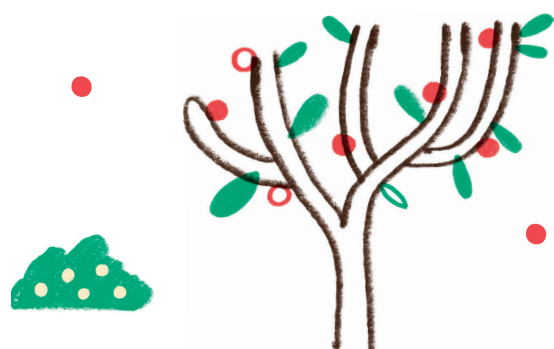
- promoting the efficient use of natural resources, including water, and minimising waste generation at its facilities, while continuously monitoring water and energy consumption as well as waste volumes produced;
- regularly assessing water consumption at its sites and identifying potential high-risk factors related to scarcity, quality, and quantity of water (e.g., risks of flooding or drought) at its facilities;
- managing water resources used at its facilities by identifying innovation opportunities and implementing programmes to reduce water consumption;
- ensuring proper waste management, particularly recycling and recovery of non-hazardous waste, while applying best practices for the disposal of hazardous materials at corporate offices, warehouses, production sites, and logistics and distribution hubs;
- handling all waste generated at its facilities exclusively through authorised and recognised partners;
- gradually implementing IoT-equipped mobile homes at all hospitality structures to measure and reduce energy consumption;
- promoting the use of high-efficiency energy-rated systems, equipment, and machinery within its facilities;
- implementing solutions aimed at minimising the use of non-renewable resources by adopting hybrid or electric systems where possible;
- drafting a Waste Management Policy;
- gradually introducing at least one reverse vending machine for cans and bottles at every hospitality structure.

Promoting a responsible lifestyle



The Human Company Group commits to:

- Gradually adopting hybrid/electric vehicles within its corporate fleet and encouraging guests at its facilities to use such vehicles by installing charging stations at every hospitality structure;
- promoting and fostering a culture of environmental sustainability by raising awareness among all stakeholders, including employees. Specifically, this includes integrating sustainability courses into the corporate training catalogue for employees.



The environmental approach adopted by the Human Company Group is based on careful risk management across corporate offices, logistics hubs, and its facilities. Consequently, the Group's General Manager, in line with these commitments and objectives, has decided to develop and enhance an Integrated Management System compliant with the requirements of UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015 standards for certain Group companies, with the ambitious goal of extending this system to all facilities.

The Human Company Group is committed to complying with environmental regulations and adhering to laws and standards set by the relevant authorities to protect the environment and prevent harm or negative impacts on nature and human health.

To this end, the Group regularly monitors its performance not only to ensure environmental protection but also to assess the effectiveness of improvement measures implemented, leveraging industry-specific knowledge and scientific advancements.

The General Manager of the Human Company Group, following consultation with the Quality, Safety, and Environment Office, is responsible for approving, adopting, and overseeing the Group's compliance with this Policy.

In the event of changes in context or to remain aligned with international best practices, the Policy is periodically updated.

