

Sustainability Plan 2024-2027

Way
to be



2.4 2024-2027 Sustainability Plan

In 2023, at the end of the first 2021-2023 Sustainability Plan, Rai Way decided to confirm its commitments in the field of sustainability by setting itself increasingly challenging goals to contribute to combating climate change by formalising the new 2024-2027 Sustainability Plan.

The 2024-2027 Sustainability Plan aims to:

- Provide Rai Way's response to global challenges drawing on the UN Sustainable Development Goals (SDGs).
- Create a strong synergy between the strategic directions, objectives and targets of the Sustainability Plan with Rai Way's business model, material issues and Risk Catalogue and ERM;
- Classify anticipated ESG Rating Action Plan and 2024-27 Industrial Plan actions, linking them to qualitative objectives/quantitative targets and operational initiatives with associated deadlines.

The architecture of the Plan, in continuity with the recently concluded Plan, is divided into 6 strategic directions, 24 qualitative objectives and 20 quantitative targets, further broken down into 38 operational initiatives, associated with 13 of the 17 Sustainable Development Goals of 2030 Agenda.

Sustainable value creation: 6 strategic guidelines and 13 SDGs

 <p>Fight climate change and reducing environmental impact</p>	    
 <p>Promote the well-being and development of our people</p>	 
<p>Contribute to the social, cultural and economic development of the community and territory</p>	   
<p>Ensure high standards of health and safety throughout the value chain</p>	   
 <p>Development and maintenance of a governance system aligned to best practice, integrated with sustainability profiles</p>	  
 <p>Develop technological innovation and contribute to the digitisation of the country</p>	  

The responsibility for achieving the Sustainability Plan's objectives lies with the heads of the company departments involved, who have the required resources, tools and know-how to implement it.



1. Environment

Fight climate change and reduce our environmental footprint

1.1



Reduce emissions and become Carbon Neutral by 2025

1.2



Improve management systems to reduce environmental impacts

1.3



Protect biodiversity and ecosystems

1.4



Develop circular economy projects



Define and initiate GHG emission reduction initiatives to contribute to climate change mitigation

Maintain ISO 14001 certification

Continue project already contracted with institutional clients aimed at protecting biodiversity and restoring ecosystems

Plan actions to make resource consumption more efficient

Design and implement the Edge Data Centre network with solutions aimed at minimising energy consumption and maximising efficiency

Maximise the recovery or recycling rate of waste generated

* With the same services offered and defined in 2020 (baseline of the previous Sustainability Plan).



2.a Social

Ensure high health and safety standards throughout the value chain

2.a.1



Ensure the monitoring of the corporate health and safety standards

Confirm the constant achievement of the objectives set out in the Risk Assessment Document (DVR) and in the Integrated Safety and Environment Management System (SGI), in line with applicable regulations (Legislative Decree 81/08)

Continue the timely monitoring of the levels of risk of work-related stress and stressful events, according to the INAIL guidelines

Maintain ISO 45001 certification and monitor the Integrated Health, Safety and Environment Management System objectives

2.a.2



Promote health and safety culture at work

Raise employee and supplier awareness of prevention and health and safety at work





2.b Social

Contribute to social, cultural and economic development in our community and the area

2.b.1



Increase commitment to social initiatives in favour of the community by creating value in the territories in which Rai Way operates

Carry out collaboration initiatives with universities and research centres and strengthen external communication on Rai Way's social commitment

Implement projects and initiatives of social value

2.b.2



Guarantee electromagnetic radiation auditing and compliance with regulations

Maintain a management model for constant electromagnetic impact monitoring of own facilities and oversee processes facilitating emission systems proper operation

2.b.3



Foster the reduction of landscape impact with the involvement of Rai Way value chain players

Collaborate with local institutions for potential rationalisation of plants

Promote plant rationalisation to customers

2.b.4



Customer satisfaction and quality service development

Maintain ISO 9001 and monitor the Quality Management System objectives





2.c Social

Promote the well-being and development of our employees

2.c.1



Promote diversity and ensure inclusion

2.c.2



Promote and disseminate a culture of respect and inviolability of human rights

2.c.3



Ensure employee well-being and a good work-life balance

2.c.4



Increase employee engagement

2.c.5



Enhance of digital skills, strategic and market vision and individual entrepreneurship



Create a fair and inclusive working environment, pursuing gender equality and valuing all types of diversity at all company levels

Implement actions to combat all forms of violence and discrimination, ensure adequate remuneration and workloads and prevent all forms of labour exploitation

Implement an agile work model and other work-life balance services (e.g. maternity leave, time bonus)

Foster employee motivation to contribute to company goals and developing inclusive leadership

Develop a training plan that includes all organisational levels to accompany Rai Way's competitive transformation

Ensure the well-being of employees through dedicated services and initiatives

Spread the culture of sustainability and promote cultural change at every organisational level through ESG Ambassadors



3.a Governance

Develop and maintain a best practice aligned governance system incorporated into sustainability profiles



3.a.1



Ensure regulatory compliance in cybersecurity and data privacy

Implement and continuously improve cybersecurity measures in accordance with industry regulations, standards and best practices

Maintain respect for privacy in the conduct of operations

3.a.2



Ensure managerial and auditor diversity

Maintain adequate gender representation in corporate governance and control bodies

3.a.3



Undertake collaborative activities on social and environmental initiatives

Define and implement partnership and networking activities and initiatives



3.b Governance

Develop and maintain a best practice aligned governance system incorporated into sustainability profiles

3.b.1



Integrate sustainability principles throughout the supply chain

Initiate a process of ESG mapping and evaluation of suppliers

Strengthening and standardising the engagement process with suppliers on sustainability topics

3.b.2



Strengthen sustainability governance to meet regulatory requirements and stay aligned with industry trends and evolutions

Ensure the structured integration of ESG topics within corporate processes and strategies

Participate in key ESG ratings/indices in order to assess and improve sustainability performance

3.b.3



Prevent active and passive corruption at all levels

Meet international ethics and corruption-prevention standards

3.b.4



Improve Enterprise Risk Management, Project and Process Management measures

Improve Project Management

Improve Process Management





4 Innovation

Develop technological innovation and contribute to our Country's digitalisation

4.1



Invest in research and development for innovative infrastructure uses

Trial new platforms and systems for innovative applications and services

4.2



Enable the company and stakeholders' digital evolution

Develop a digital infrastructure upgrade by building Edge Data Centres and Hyperscale Data Centres

Expand managed infrastructures and develop the business model for services on alternative platforms

Optimise field operations through the application of Artificial Intelligence components and remote site control activities



Target del Piano di sostenibilità 2024-2027

Operational initiative	Target	Target year
Define and initiate GHG emission reduction initiatives to contribute to climate change mitigation	Purchase of carbon credits to cover 100% of tCO ₂ e to achieve Carbon Neutrality ⁴	2025
	Electricity supply 100% renewable	2024
	100% fleet cars hybrid/electric mixed use	2024
Maximise the recovery or recycling rate of waste generated	Maintain the level (>99%) of recovery of waste generated	2024
Create a fair and inclusive working environment, pursuing gender equality and valuing all types of diversity at all company levels	34% of managerial positions filled by women	2025
	Maintaining a 50% presence of women in corporate and staff departments	2024
Confirmation of the adoption of an agile working model and other work-life balance services	30% more 'Time Bonus' than in 2023 (68 days recognised)	2024
Foster employee motivation to contribute to company goals and developing inclusive leadership	Delivery of 1 financial education webinar	2025
Develop a training system for all levels of the organisation to accompany Rai Way's competitive transformation	Realisation of 1 training initiative on ESG topics addressed to the entire corporate population	2024
	≥ 1500 hours of training available and/or used for leadership development and soft skills	2024
Implement projects and initiatives of social value	Number of new DAB installations: ≥50	2025
	Number of new DTT installations: ≥20	2025
Confirm the constant achievement of the objectives set out in the Risk Assessment Document (DVR) and in the Integrated Safety and Environment Management System (SGI), in line with applicable regulations (Legislative Decree 81/08)	Provision of additional training hours for 100% of the company population concerned	2024
Continue the timely monitoring of the levels of risk of work-related stress and stressful events, according to the INAIL guidelines	Work-related stress climate survey submitted to 100% of employees	2024

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⁴ With the same services offered and defined in 2020 (baseline of the previous Sustainability Plan).

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Operational initiative	Target	Target year
Implementation and continuous improvement of cybersecurity measures in accordance with regulations, standards and best practices	At least 75% participation rate in planned cybersecurity training and awareness	2025
Maintain respect for privacy in the conduct of operations	0 cases of data loss	2024
Initiate a process of ESG mapping and evaluation of suppliers	Sending of the ESG questionnaire to 30 suppliers	2026
Ensure the structured integration of ESG topics within corporate processes and strategies	Carrying out an awareness-raising and training initiative	2025
Trial new platforms and systems for innovative applications and services	€ 2 million costs/investments in research and development projects over the time span of the industrial plan	2027
Optimise field operations through the application of Artificial Intelligence components and remote site control activities	Over 200 sites covered by detection probes Data	2027

