Sustainability Plan 2024-2027





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 DevelopmGoals (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



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.



Fight climate change and reduce our environmental footprint

Environment

	1.1	1.2 [4]	1.3	1.4 22
7 AFFORDABLE AMO CLAUNERRY CONSTRUCTION AND PROCESSION AND AND AND AND AND AND AND AND AND AND	Reduce emissions and become Carbon Neutral by 2025	Improve management systems to reduce environmental impacts	Protect biodiversity and ecosystems	Develop circular economy projects
13 Altor Altor 15 Bit Ano Altor	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





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



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

2.b

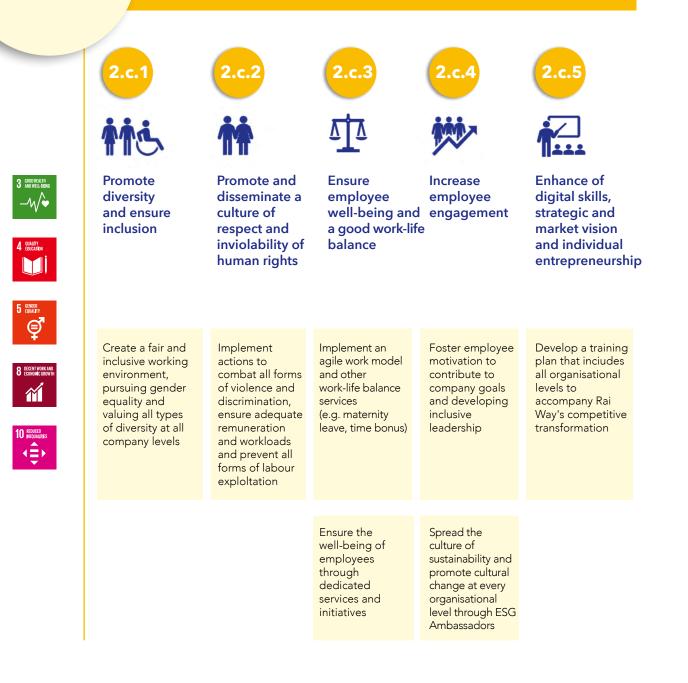
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2.C Social

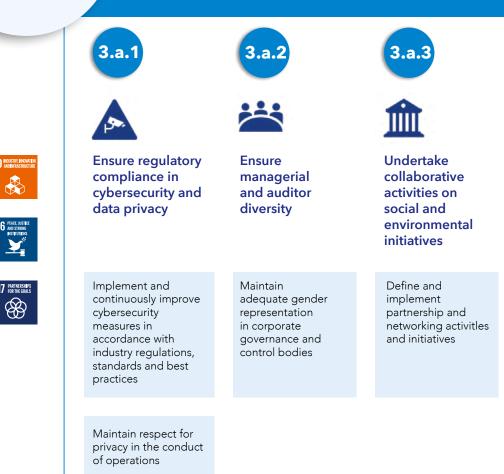
Promote the well-being and development of our employees





3.a Governance

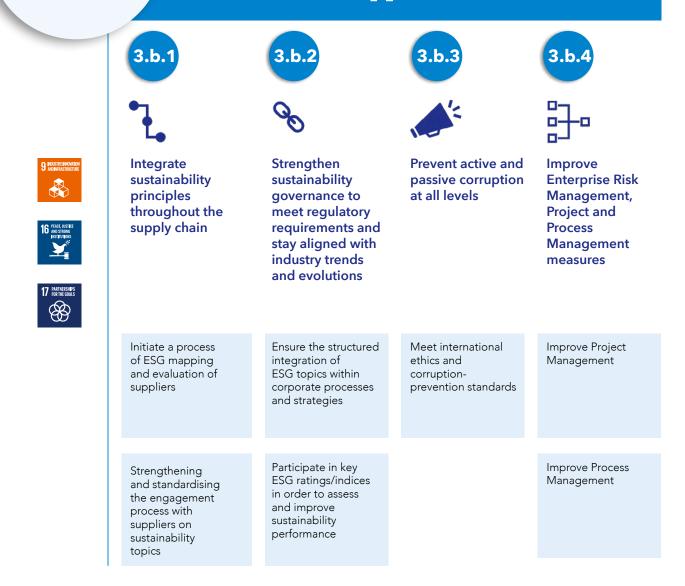
Develop and maintain a best practice aligned governance system incorporated into sustainability profiles





3.b Governance

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



Innovation

Develop technological innovation and contribute to our Country's digitalisation





4.1

Invest in research

and development

infrastructure uses

Trial new platforms and

systems for innovative applications and services

for innovative





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 tCO₂e to achieve Carbon Neutrality⁴	2025
initigation	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	34% of managerial positions filled by women	2025
diversity at all company levels	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

continues >>

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

>> follows

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

