

Corporate Social Responsibility

2021-22

Gender Equality

01.

In Sisem, we have always put **gender equality** first, because we believe that it is a fundamental principle of equal social and civil rights.

There aren't and there will be **no differences** in occupational and wage treatment.

In our company policy one of the key elements is to **allow the person to freely manifest his being**. We have no limits in relation to the **lgbtq+** world.

Being **non binary, gender fluid, transgender** does not imply any difference or element of **discrimination**. On the contrary, we aim to adopt a series of internal initiatives in the form of brainstorming, webinars and team building activities that consolidate these principles and give proper protection and representation to the diversity of each, normalizing it as it should be.

Anyone can express themselves freely about it, using rainbow gadgets and so on. For those who would recognize themselves in the non binary gender or gender fluid there would be absolute openness on our part in using the pronoun them and not him or her if the person preferred it. **We share the values of Stonewall and the Human Rights Campaign** that we aim to uphold.

02.

Human Rights

Human rights are a fundamental aspect of our corporate structure, in Sisem we strongly care about people because we think that each with its uniqueness is an indispensable piece of the puzzle that gives us life. We therefore do not allow discrimination of any kind: gender, age, ethnicity and religion.

All of our employees have never felt discriminated against in any of these respects. The element of ethnicity and religion falls within the sphere of personal and private freedoms. Everyone's beliefs or ethnicity can only be cultural elements of growth, dialogue, exchange and knowledge.

By 2023, we aim to create an internal communication plan that provides further clarity on all these points, so that our employees are even more aware of our values. We are studying a network with local associations to create initiatives and collaborations on these issues.

These aspects will also be an integral part of our web and social communication. It is important for us that our customers and the public know our ideas and policies. In this way we can contribute to conveying messages of relevant and necessary social utility.

We set the goal of achieving by 2030 >40% gender equality for executive and management positions. We are already adopting recruitment and promotion policies for everyone. We aim to hire more women, who today account for 30% of our employees.

03.

Human Rights

We respond positively to the #Changetheface campaign to better implement the objectives of the main pillars: digital society, planet, inclusion.

We will plan a report both internally and externally in order to state with transparency the level and progress in terms of gender equal pay of our employees.

We're working so that we can hire more people with disabilities.

With regard to **Black Lives Matter**, we have always supported an issue of this importance and there have been several moments of discussion. In our company for about 5 years there have been black collaborators, of Muslim religion, both young students to train in internship, and senior collaborators who have become members of our branch in Senegal.

04.



Digital Society

Digital Divide

As for the Digital Divide, we believe it is essential to help people in difficulty or later generations as they struggle to align with technological progress. For this reason we try to network and help those who are most in need among employees internally, without ever making them feel wrong, this is also related to the absence of age discrimination within our group.

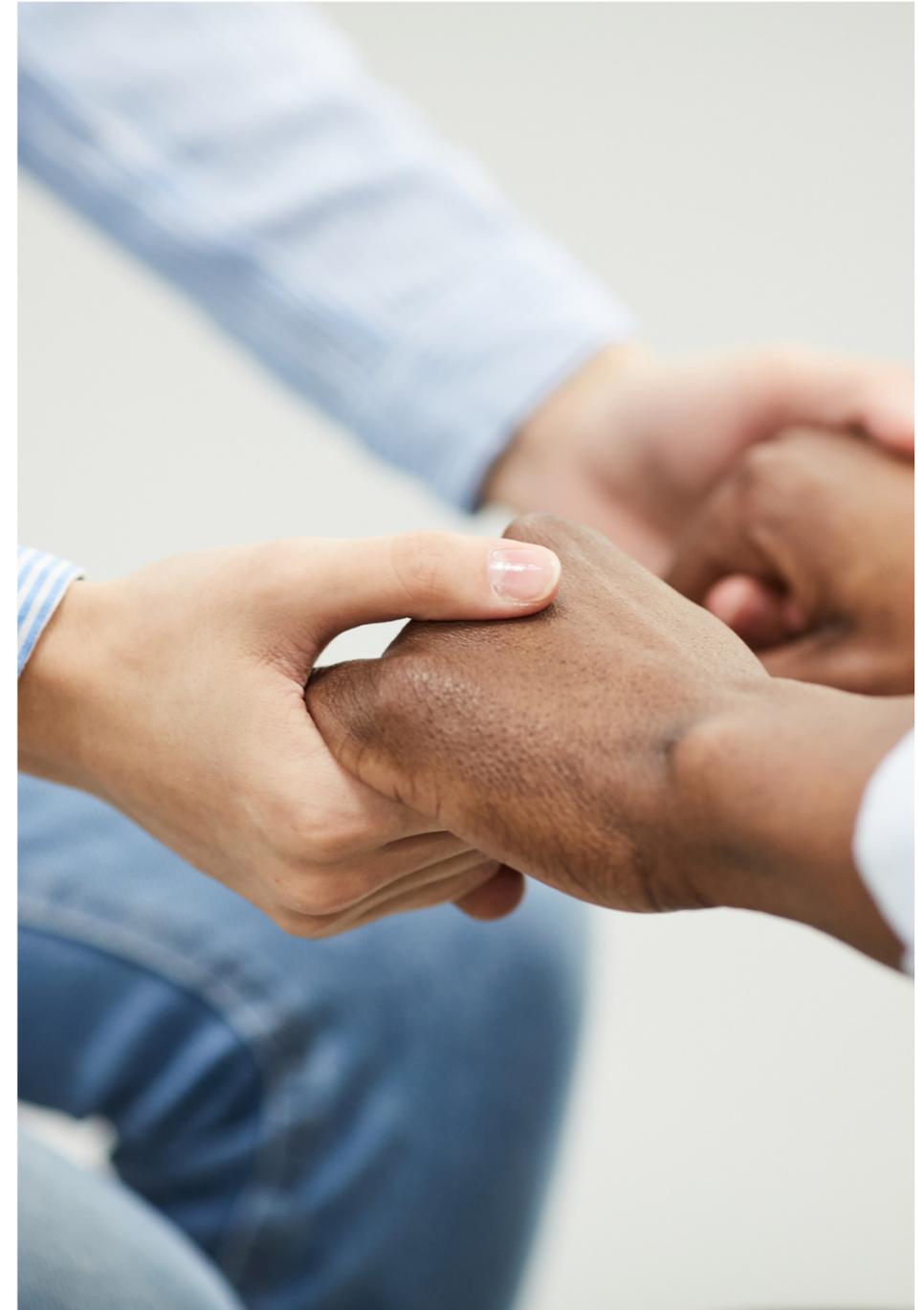
We plan to design with the communication division a social column that can give maximum advice on users, on how to easily use the tools at their disposal.

Just as we are actively participating in the deployment of broadband networks, even in rural environments, to ensure access to the data network even to small local realities or improve the existing connectivity base of companies, public and private entities.

05. Welfare

Another path we have undertaken was to offer our employees the opportunity to receive online psychological support with corporate agreement, on an online psychological support platform created in the UK with the collaboration of our start up Sisemlab. This allows everyone to express themselves freely and face difficulties and problems remotely, from their smartphone or PC, anonymously. Platform: soultrainer.eu

We always try to keep the bond between the collaborators high by celebrating together the moments of joy and making ourselves strong in the darkest moments.



06.

Planet and consumption



As far as the environment and the impact of consumption are concerned, for about 4 years we have already reduced plastic consumption by 70% adopting metal water bottles, cups and bamboo glasses.

This is very important to us and we are happy that the whole company welcomes and respects these principles. Even in the dining areas, each employee does not use disposable plastic dishes and containers, bringing their lunchboxes from home. For coffee we use recycled paper cups compostable. For years we perform extensively the separate collection in our headquarters.

Even in our work we are increasingly aiming to realize projects with the lowest possible environmental impact, also designing photovoltaic and renewable energy plants, reducing the waste of materials.

We aim to further reduce consumption and emissions by adopting a totally LED lighting system by 2024 and taking care to turn off the devices when not used or when we are away from office even momentarily.

By 2024 we will design a report in which to list and monitor all the steps and progress in terms of emission reduction and environmental protection.

We aim at the progressive replacement of the fossil fuel car fleet with hybrid and/or fully electric cars.



Corporate Giving

08.

Last but not least, we want to say that every year on several occasions we donate to associations and Ngos to help the weakest.

This year we have chosen the solidarity gadgets of Save the Children including sets of notebooks made of paper obtained from the waste of the processing of lavender and cherries.

We also plan to adopt a dog at a distance from ENPA, to contribute in our small also to the protection of animals in unfortunate conditions.

As for the promotion of health and well-being and how sport contributes to improving our lifestyle, our start up Sisemlab srl has become a sponsor 2021-22 of the youth volleyball association of the City of Cosenza.



Thanks for
reading us

our website: sisem.it

09.

SISEM
So it works!