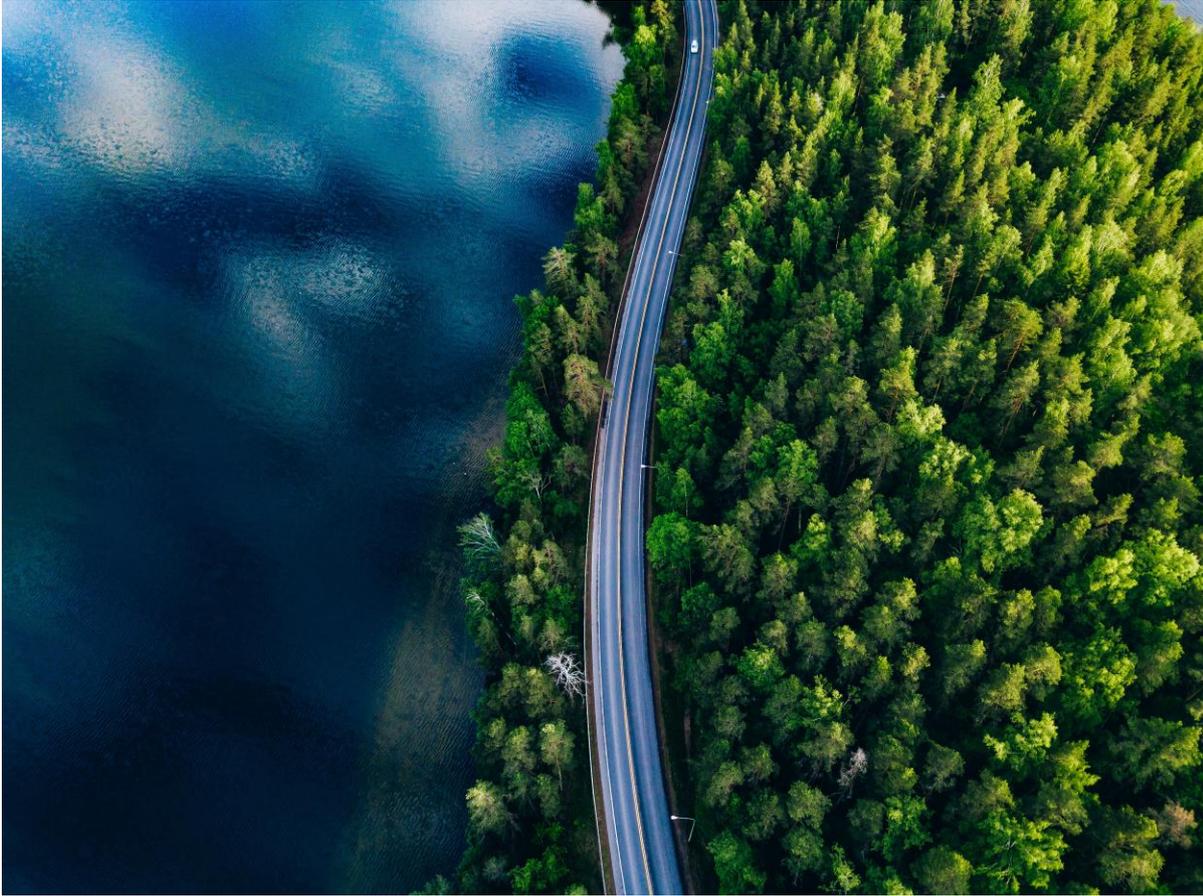


# doValue



## **POLICY**

### **Sustainability of doValue Group**

**Approved by the Board of Directors  
on 16<sup>TH</sup> December 2021**

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## 1. Purpose

The Sustainability Policy of doValue Group (hereinafter also the "Group") aims at defining the areas of commitment of the organisation with regard to Sustainability issues, providing the Guiding Principles in relation to the social and environmental aspects identified as priorities to be communicated to the Group's Stakeholders, and promoting a corporate culture oriented towards sustainable development.

## 2. doValue commitment to sustainability

To doValue, first Southern European operator in the management of loans and real estate assets mainly deriving from non-performing loans, Sustainability means running the business strategy and daily activities towards the creation of shared value, for the benefit of all Stakeholders.

The Group, set in an increasingly broad and differentiated context, deems it essential to promote and share with all Stakeholders its culture of Sustainability which has always been founded on the values of integrity, responsibility, and respect for people, aiming at strengthening its commitment to create shared value in the long term.

Three are the themes guiding the definition of a sound Sustainability strategy within the Group:

- Ethics
- Innovation
- People

Based on these themes, doValue defined the pillars of its Sustainability strategy which guide the Group's actions towards building a sustainable future:

- Operating Responsibly
- Attention to people
- Care for the environment

## 3. Scope of application and recipients

This Sustainability Policy applies to the Parent Company doValue S.p.A. and to its subsidiaries in all the countries where it operates, in coordination with the Code of Ethics, the Organisational, Management and Control Models that the Group companies have adopted pursuant to the Italian Legislative Decree No. 231/2001, and the other policies and procedures approved by the Board of Directors.

This Policy applies to corporate bodies, employees, partners, and all those who operate in the name and on behalf of the Group companies.

## 4. doValue guiding principles

The recipients of this Policy, when conducting day-to-day activities, commit to respecting the following Guiding Principles, identified in accordance with the three pillars underpinning the Sustainability strategy of doValue.

### 4.1 Operating Responsibly

Complying with the highest ethical and moral standards and preventing any unethical practice are essential principles for doValue to maintain a strong licence to operate and strengthen Stakeholders' trust. The Group commits to respecting and promoting these principles in the management of relations with all internal and external parties and in decision-making processes. DoValue commits to:

- Complying with all the laws and regulations in force in each country where doValue is present, with corporate policies and procedures, as well as with the principles of professionalism, transparency, and responsibility towards clients, institutions, the environment, and all other Stakeholders;

- Preventing active and passive corruption and any other type of unethical conduct by implementing adequate anticorruption policies, practices and processes, raising awareness and providing specific training to its people on these issues;
- Ensuring the responsible management of sensitive information and guaranteeing the highest levels of data protection by continuously investing in cyber security;
- Delivering its services inspired by the criteria of honesty, courtesy, transparency, and collaboration in order to build a solid relationship with its clients and fully satisfy their specific needs, guaranteeing continued satisfaction over time;
- Sharing corporate values along the supply chain, including the criteria of responsibility and socioenvironmental sustainability when assessing suppliers and partners.

## 4.2 Attention to people

doValue recognises the importance of people that every day, with commitment and dedication, contribute to the development of the Group's activities and to the creation of value in the medium and long term. Internal relations are founded on the principles of respect for human rights, enhancement of individual skills, equity, inclusiveness, diversity, and non-discrimination. To doValue promoting people development entails also engaging and supporting the communities of the territories in which it operates. In particular, doValue commits to:

- Ensuring quality vocational training to all the people of the Group and promoting everyone's professional development, valuing personal attitudes and aspirations;
- Stimulating individual motivation and fostering the psychophysical wellbeing of its people so that they can feel involved and satisfied;
- Promoting an inclusive and non-discriminatory working environment by sharing a corporate culture that values diversity;
- Contributing to improving financial skills of young people and students, who will be tomorrow's workers and, with their choices, responsible for promoting sustainable development;
- Supporting the social development of the territory and local communities through projects in partnership with foundations and organisations that work for the wellbeing of the community.

## 4.3 Care for the environment

Although doValue's industry sector generates limited environmental impacts, the Group is determined to contribute to sustainable growth in respect of the environment. Therefore, the Group commits to reducing significant environmental impacts generated by its activities, associated with the use of buildings, materials, and the mobility of people. Furthermore, doValue intends to promote a culture of environmental sustainability among its employees, partners, and suppliers, in order to make society more aware and respectful. doValue commits to:

- Reducing energy consumption and limiting emissions into the atmosphere associated with the use of buildings, property means of transport, and work instruments by increasing the supply of energy from renewable sources, implementing energy efficiency projects, and using more efficient electronic equipment;
- Outlining a Group procurement policy which invites all the Procurement Functions to always consider environmental parameters during the vendor homologation process and, when it is possible, while purchasing products and services, in view of reducing the use of non-renewable materials and promoting the proper management of waste, progressively eliminating plastic;
- Raising awareness among employees and partners on the importance of protecting the environment through information and training and encouraging the adoption of a responsible conduct.

To make our commitment to the environment more concrete have been drawn up the “Guidelines on environmental issues”, attached to this Policy, with the aim of establishing principles and good practice that orient daily behaviour and the projects that the Group decide e decides to support in favour of the environment.

## **5. Approval and implementation**

The Board of Directors, assisted by the Communication & Sustainability function in the management of activities and monitoring of the objectives, is responsible for the Sustainability Governance, as well as for the adoption and supervision of this Policy. This Sustainability Policy was approved by the Board of Directors on the 16th December 2021.

The Group commits to bring this Sustainability Policy to the attention of all Stakeholders, using adequate internal and external means of diffusion, training, and awareness-raising.

The Communication & Sustainability function of doValue is responsible for updating this Policy and diffusing any amendments, considering the evolution of corporate strategy, of Stakeholders’ expectations, and of the Sustainability context.

## **ANNEX.**

Annex 1 - Guidelines on environmental issues

## Annex 1

### GUIDELINES ON ENVIRONMENTAL ISSUES

With a view to continuous improvement and safeguarding the principles of ethical, social and environmental responsibility shared by all the companies belonging to the Group, doValue undertakes to prevent and reduce the impacts its activities have on the environment and to promote behaviours consistent with the principles of sustainable development.

In this regard, these Guidelines aim to define environmental principles and good practices to be followed in the performance of the Group's daily activities.

#### **Sustainable purchasing**

doValue undertakes to apply purchasing criteria to office supplies (stationery) in order to minimise the impact of its daily activities on the environment. In this regard, the Group's purchasing policies should take the following aspects into account:

- Supplier evaluation and selection based on sustainability criteria: qualify the supply chain based on ethical, environmental and social, as well as safety, parameters and indicators, including by checking the environmental certifications presented by suppliers and issued by accredited bodies.
- Prioritise suppliers from the same countries in which the company operates.
- Select suppliers who provide products with reduced environmental impact, using recyclable, reusable and compostable materials.
- Favour the purchase of "green" products and eco-friendly office equipment. Specifically, opt for paper with sustainability characteristics (e.g. FSC or PEFC certified).

#### **Consumption of office materials and waste**

doValue is committed to reducing the consumption of office materials and promoting proper waste management. In this regard, the following aspects should be taken into account in the conduct of office activities:

- Reduce paper use by printing documents double-sided.
- Encourage paperless documents, for example by adopting electronic signatures.
- Reduce the use of disposable plastic (e.g. cups, cutlery, tableware in canteens) and consumption of plastic bottles.

All offices should have containers for separate waste collection (paper/cardboard, plastic/glass/metal and organic waste) and implement separate collection services to manage, collect and dispose of waste products

#### **Energy consumption**

doValue intends to contribute to combating climate change by paying attention to the energy consumption related to its activities. In this regard, the following measures should be taken into account in order to continuously improve the Group's environmental performance:

- Favour the use of certified renewable energy to limit CO<sub>2</sub> emissions.

- When evaluating new properties and company offices, favour green buildings with high environmental performance, optimise and streamline the use of workspaces and technological systems.
- Adopt energy efficiency solutions: where possible, replace low energy performance heating and air-conditioning systems with more efficient models.
- Favour LED lighting technology and prioritise the use of natural light.
- Encourage all office equipment to be put into stand-by mode when not in use, for further energy savings.

## **Sustainable mobility**

doValue is aware that some of its environmental impacts, albeit indirect, are generated by the home-work commute and travel of employees. In this regard, the Group supports the promotion of the following measures:

- When evaluating new offices and company headquarters, favour buildings located in areas easily accessible by public transport to encourage the use of transport solutions with a lower environmental impact.
- Promote the use of sustainable and shared modes of transport (public transport, car sharing, car pooling and bicycles), providing adequate parking areas near workplaces.

## **Organisation of events and training activities**

Finally, all of the above also applies to the sustainable management of events, whether institutional or internal, such as training activities. In this regard, the following aspects should be considered when organising an event:

- Sending invitations and documentation in electronic format to reduce paper consumption.
- Printing documents double-sided using FSC certified ecological paper.
- Prioritising the use of energy-efficient sites/buildings and/or those powered by renewable energy sources.
- Prioritising the use of equipment and gadgets made with certified, recycled or recyclable raw materials.
- Choosing catering companies that use local and seasonal products, and tableware and products made with biodegradable or compostable material, which minimise the use of packaging and implement separate waste collection.