

## ESG Policy

Fazzini Holzmilller & Partners considers it essential to integrate environmental, social and governance (ESG) principles into its management criteria, also with a view to consolidating the trust of employees, clients and, in a broad sense, stakeholders. ESG criteria are a key factor in creating sustainable economic, financial, social and environmental value. To achieve this goal, FHP develops and adopts an approach to identify, assess, prevent and mitigate potential reputational and operational risks arising from interactions with entities operating in sectors deemed not socially responsible, with a low ESG rating and/or involved in serious events, which may have had or may have in the future negative social, environmental or good governance impacts.

This Policy, together with the Code of Ethics, contributes to strengthening and implementing the values of ethics, integrity and accountability, with respect for people, the environment and society as a whole.

### Objectives

This Policy sets out the general principles and guidelines that require the assessment of ESG factors. In particular, the Policy aims to:

- promote awareness of ESG-compliant action within FHP;
- reduce the risks and indirect impacts related to FHP's activities;
- avoid FHP engaging in activities that do not comply with the ethics and integrity principles that underpin the way FHP operates.

### Scope of application

This Policy applies, on the basis of a principle of proportionality and graduality, to the activities and services performed by FHP.

### Guiding principles

FHP's guiding principles in drawing up the Policy were the following:

- the Universal Declaration of Human Rights;
- the 10 principles of the UN Global Compact;
- the 17 goals of the UN Sustainable Development Goals (SDGs);
- as far as applicable, the Principles for Responsible Investment (PRI).

### Actions

FHP subscribes to and promotes ESG practices in its activities, with the aim of pursuing a sustainable strategy that focuses on:

- valuing people, with particular attention to the protection and promotion of diversity and equal opportunities;

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- environmental protection and reduction of direct and indirect environmental impacts;
- sensitivity to the social context.

The main actions promoted by FHP are:

- including ESG topics in advisory and service delivery activities;
- encouraging the development of tools, benchmarks and assessment methods relating to the ESG topics among clients and employees;
- encouraging academic research, as well as other research, on these issues;
- supporting vocational training on ESG topics;
- including principle-related requirements in requests for quotations from service providers.

### **Engagement activities**

FHP believes that by meeting the ESG criteria it can generate long-term benefits for itself, its partners and its clients. Therefore, it is committed to encouraging its stakeholders to engage in an open dialogue about their responsible approach and how ESG factors affect their work.