

# From Earth to Earth.



# From Earth to Earth.

From Earth to **Earth**. It's **our home**.

We **take from the Earth** everything we have. In return, we give back to the Earth all our **commitment**, our **care** and our **dedication**.

That is why we want to make a real contribution to achieving the sustainable development **goals** set by the **United Nations** to steer the world as a whole towards a sustainable future.

We strive to be a protagonist of a fair system of social and economic growth in a healthy environment, which we contribute to protecting.

# One Group, one story, one world.

RadiciGroup is **among world leaders** in the manufacture of **chemical intermediates, polyamide polymers, high performance polymers** and **advanced textile solutions**, which include nylon yarn, polyester yarn, yarn made from recovered and bio-sourced materials, nonwovens and personal protective equipment for the healthcare and industrial sectors.

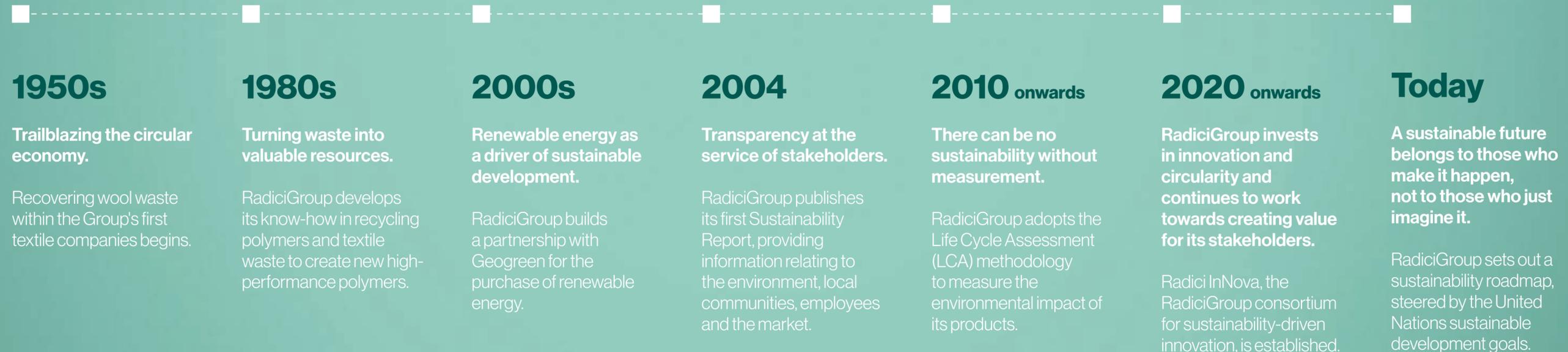
# One partner, endless solutions.

**RadiciGroup** products are the result of the Group's **outstanding chemical expertise and vertically integrated polyamide production chain** and have been developed for use in a variety of industrial sectors.

The basis of the Group's strategy is a **strong focus on innovation, quality, customer satisfaction, and social and environmental sustainability.**

# A sustainability story, for a brighter future.

The key stages in a story that continues to unfold day after day, powering the Group's strategy.



# Sustainability speaks for itself.

Some of the milestones reached by RadiciGroup so far.

**Direct emissions have been reduced by more than 70%** since 2011.

**Electricity generated from renewables** makes up **more than 50% of the energy mix** - and is growing.

**A portfolio of high-performance and 100% recyclable materials**, and recycled, bio-based and green energy products.

**In-house team of LCA experts** for measuring the impact of products.

**A presence in over 15 countries** for the creation of added value, shared with local know-how holders and communities.

**First Sustainability Report** released in 2004.



**“Commitment, Concreteness  
and Innovation underpin our  
path to Sustainability”**

**Angelo Radici,**  
President of RadiciGroup

# Environmental, Social, Governance.

The Roadmap up to 2030 and beyond.

RadiciGroup has **stepped up its commitment to** sustainability by setting itself a series of **environmental, social** and **governance objectives**.

Each objective has been framed in terms of quantitative targets, the state of the art, the contribution of the Group Business Areas and the deadline for its delivery.

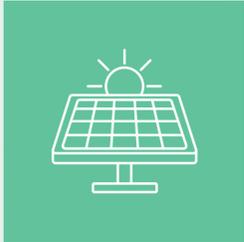
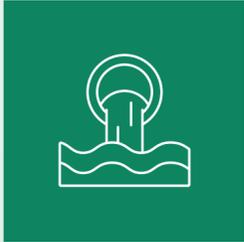


# From Nature to Nature.

# ENVIRONMENTAL OBJECTIVES

For RadiciGroup, **sustainable development** is a mission that it pursues through **the careful sourcing of resources**, **the optimization of processes** and constant **investment** in the **measurement** and **minimisation** of impacts.

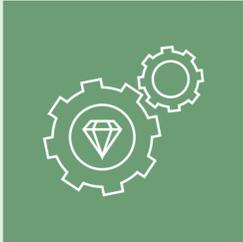


<i>Topic/SDG</i>	<i>Objective</i>		
<p><b>Sustainable management of energy resources</b></p>  		<h2>+20% renewables</h2> <p>increasing and differentiating consumption of electricity <b>generated by renewables</b>, through strategic partnerships and proprietary technological solutions.</p>	 <h2>90% coverage</h2> <p>of Group production facilities by <b>ISO 50001 energy management system</b> certification, for greater energy efficiency.</p>
<p><b>Emissions and climate change</b></p> 		<h2>-80% total direct emissions</h2> <p>of greenhouses gases versus 2011 by 2030.</p>	
<p><b>Water resource protection</b></p>  		<h2>100% effort</h2> <p>in <b>protecting water</b>, to limit the impact on local communities, the environment and biodiversity.</p>	

# ENVIRONMENTAL OBJECTIVES



RadiciGroup supports **ecodesign as an innovative circular economy model** that creates opportunities for the sustainable development of products in unexplored sectors. Within this framework, **cooperation throughout the value chain is key** to implementing a **concrete environmental policy** that encompasses all that happens inside and outside the company gates.

Topic/SDG	Objective		
<p><b>Circular economy</b></p> 	 <p><b>Value Chain</b></p> <p>create <b>partnerships</b> to build practical solutions for the circular economy.</p>	 <p><b>Innovation</b></p> <p>pioneer the research of <b>new solutions</b> for recycling RadiciGroup materials.</p>	 <p><b>Prevention</b></p> <p>think of the processes and life cycle of products to progressively <b>reduce</b> the <b>waste that ends up in landfills</b>.</p>
<p><b>Environmental footprint of products</b></p> 	 <p><b>Life Cycle Assessment (LCA)</b></p> <p>extend measurement to <b>70% of products</b> manufactured at a Group level.</p>		
<p><b>Materials management</b></p> 	 <p><b>Renewable sources</b></p> <p><b>Raise</b> the percentage of <b>natural sources</b> used on an annual basis.</p>	 <p><b>Packaging</b></p> <p>seek out increasingly <b>sustainable</b> and <b>circular</b> solutions.</p>	

Social Area

RADICI  
GROUP



**From People  
to People.**

# SOCIAL OBJECTIVES

RadiciGroup **takes care of people both inside and outside** the organisation. **It promotes individual training and takes responsibility for the health and safety** of workers, **while working in synergy with local communities** for sustainable, harmonious and shared growth.



## Topic/SDG

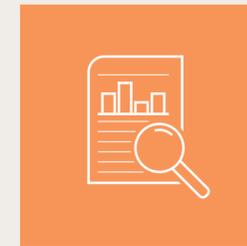
## Objective

**Workers' health and safety**



**90% coverage**

of Group production facilities by ISO 45001 occupational health and safety certification.



**Active training**

improve the **sense of responsibility** and **personal contribution** of people in relation to health and safety.

**Digitisation and cybersecurity**



**Digitisation**

Adopt **next-generation digital solutions** and dedicated software to further all sustainability processes.



**Cybersecurity**

build and embed a Group-wide **cybersecurity mindset** through training and investment in the most advanced technologies.

**Relations with territories and impact on Local Communities**



**Relations**

maintain and expand **engagement with Local Communities** through support for cultural, social and sports activities, as an expression of good corporate citizenship.

# SOCIAL OBJECTIVES

RadiciGroup believes in people, in their diversity and uniqueness, in their passion and freedom of expression and in their talents. It is a belief RadiciGroup acts on in practice by fostering a culture built on **respect** and **inclusiveness**, on the **welfare** of the individual and group, on **cooperation** and on targeted pathways for professional growth.



## Topic/SDG

## Objective

*Attracting, valuing and developing human resources*



### Human rights, equity and inclusion

actively uphold human rights, support inclusiveness and leverage the uniqueness of every person.



### Employer branding, talent attraction

enhance the appeal of the Group through targeted initiatives, aimed at attracting new talents and enabling employees to build their work-life balance.



### Education

invest in the professional skills of employees through training; build constructive relations with schools to help young people make their way into the working world.

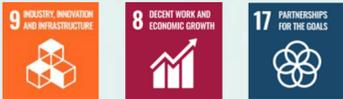


**Focused on our  
commitments.**

# GOVERNANCE OBJECTIVES



RadiciGroup is underpinned by a **structured governance system** that is **resilient at the same time**, allowing it to have a widespread presence on the market and be highly competitive. The Group's concept of business, however, **is not just about financial success**, but is rooted in **the sharing of value added with stakeholders** and actively engaging them in the pursuit of the company's lasting and sustainable growth.

Topic/SDG	Objective
<p><b>Long-term value creation and business sustainability</b></p> 	 <p><b>Leadership and competitiveness</b></p> <p>maintain a <b>leading position</b> in the Group's key business sectors, underpinned by ESG principles, to create long-term value to be shared with stakeholders.</p>
<p><b>ESG corporate governance, risk management and compliance</b></p> 	 <p><b>Shared values</b></p> <p>ensure the <b>Code of Ethics is shared and endorsed</b> at all levels of the Group and throughout the global value chain, to promote the RadiciGroup's principles and their incorporation into day-to-day business.</p>
<p><b>Responsible supply chain management</b></p> 	 <p><b>Engagement</b></p> <p>encourage <b>suppliers</b> to play an <b>active part</b> in the sustainability process by building strategic partnerships for the development and creation of products consistent with ESG principles.</p>

# This is just the beginning.

The beginning of an **ambitious new path** that **takes RadiciGroup's commitment to sustainability to a whole new level** - for the Earth and for the generations to come.

A path marked out by milestones great and small, which we are determined to reach day after day, **together**.

**Because sustainability belongs to those who make it happen, not to those who just imagine it.**



**Let's keep  
in touch.**

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