



SUSTAINABILITY ACCREDITATION



We confirm that the professional firm **Gebbia Bortolotto Penalisti Associati** has obtained the following **VALIDATED SUSTAINABILITY ELEMENTS**

Environmental

- E1 - Adoption and concrete implementation of a separate collection system
- E2 - Adoption and concrete implementation of a policy for the disposal of electronic waste
- E3 - Adoption and concrete implementation of a policy for the minimal use of paper / printing
- E5 - Adoption and concrete implementation of a plastic-free policy
- E7 - Adoption and concrete implementation of a policy that promotes sustainable mobility of the people who work in the Firm, with consequent reduction of CO2 emissions

Social

- S1 - Adoption and concrete implementation of a policy that pursues gender equality and inclusion. It is necessary to indicate evidence of the results achieved (e.g. significant percentage of female partners out of the total, presence of workers with disabilities)
- S2 - Implementation of training and refresher programs on sustainability issues
- S5 - Adoption and concrete implementation of a parenting support policy
- S7 - Adoption and concrete implementation of policies that favor a "work life balance"
- S6 - Participation of the Firm in pro bono initiatives / support to nonprofit organizations / annual donations and the like

Governance

- G1 - Existence and publication of a Charter of Values - or similar document - suitable for presenting the mission of the Firm and its distinctive positioning in the market
- G4 - Adoption and concrete implementation of a policy suitable to protect the security and confidentiality of data and information, including customers, in compliance with applicable regulations and best practices
- G2 - Use of digital applications for sharing information relating to cases with customers
- G3 - Adoption and concrete implementation of a policy that provides - as an attachment to the professional notifications - an analytical detail of the professional services performed for the client
- G5 - Adoption and concrete implementation of a policy suitable for the prevention of conflicts of interest
- G9 - Adoption and concrete implementation of an anti-money laundering policy
- G7 - Adoption and concrete implementation of a purchasing policy that provides for procedures for the qualification and selection of traceable suppliers
- G10 - Adoption and concrete implementation of a policy that governs the carrying out of the selection processes of employees and collaborators structured and based on transparency and meritocracy

Issued on **21/04/2023**

Expires on **20/02/2024**

*The modes of issue and renewal of the accreditation are available at <https://www.4clegal.com/download/Attestati-di-Sostenibilita-Regolamento-2022.pdf>

A handwritten signature in black ink, reading "Alessandro Kenna".

Signature