

WE CO-CREATE NEW WORLDS OF SUSTAINABLE EXPERIENCE

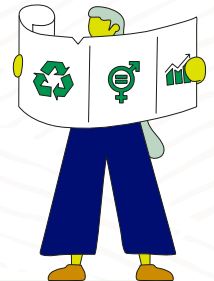


Our day-to-day commitment rests on co-building new and innovative systems, which are sustainable and inclusive, in full respect of all the players involved.

We wish to do our best for ourselves and for those who will follow in our footsteps.



As a for-profit business, our sustainability is reflected in the way we grow, fuelling the shared benefit thanks to everyone's contribution.



WE WANT TO BE SUSTAINABLE FOR OUR STAKEHOLDERS

- In the way we **work together** and in the **effective solutions** we co-develop.
- In the guide to discover **new worlds, new scenarios, new products**, which can open up new, more ethical, respectful and effective opportunities.
- In the **deft solutions** we find when we deploy our vertical agencies, achieving excellence with no waste of time and resources.
- In the **generative relationships with our community** (stakeholders, suppliers, collaborators, P.A.) promoting collaboration and mutual exchange.

WE WANT TO BE SUSTAINABLE FOR THE UNITERS

- In **work-life integration** that we promote, and in the care for others that nourishes our relationships.
- In the **safe working environment that we guarantee**, where rights are respected and sustainability values are disseminated and promoted.
- **Respecting diversity**, encouraging the development of talents, inclusion and exchange of cultures, as well as creative, economic, technological and managerial skills for the benefit of a shared outcome.
- In the **transparency of our communications**, in order to disseminate the results obtained, the goals achieved, the commitments honored and the challenges undertaken.

OUR COMMITMENTS FOR THE 2030 AGENDA

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

Supporting the **well-being of Uniters** by creating a healthy and safe working environment, constantly listening to the needs of our collaborators at every stage of their corporate life.

Doing business in an ethical and responsible way, **enhancing the human capital** through a business model focused on people (be they internal and external to Uniting), and their needs.

4 QUALITY EDUCATION

Enhancing the **professional growth of the Uniters** by promoting a culture of feedback and meritocracy, and implementing dedicated training initiatives and paths, aiming to develop and consolidate soft and hard skills alike.

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Promoting **gender equality and fighting inequality at all levels**, ensuring inclusive leadership, based on equity, by implementing and harnessing governance policies, processes, and practices that are in line with the values of diversity and inclusion.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Developing the organizational structure, innovation processes and technological systems of a **solid and flexible firm**, capable of offering quality services, which are tuned to the latest market developments, and capable of meeting customer needs and expectations.

17 PARTNERSHIPS FOR THE GOALS

Pursuing **long-lasting, open and transparent relationships with our stakeholders**, promoting and carrying out projects that directly impact the community, so as to create shared value through pro-bono activities too.

13 CLIMATE ACTION

Behaving responsibly towards the environment both in internal processes and external initiatives, contributing to the fight against climate change, and to a society that is more attentive to the planet.