



ERG strengthens its governance system in the area of ESG

**The Policy Against Violence, Harassment and Bullying is approved.
The Sustainability Policy is updated.**

Genoa November 3rd, 2022 - ERG confirms its commitment to sustainability and strengthens the governance system, which is aimed at evolving its inclusive culture with the introduction of the "Policy to combat episodes of Violence, Harassment and Bullying in the workplace". This policy is aimed at preventing, identifying and countering any form of violence, and to provide protection and support to people who are subject to such incidents or who report them.

With the Policy, inspired primarily by the Universal Declaration of Human Rights and the Convention of the International Labour Organization (ILO) no. 190, ERG confirms its commitment to a *zero tolerance* policy towards all forms of discrimination and violence in order to ensure an inclusive, positive and equitable working environment in which relations between colleagues are based on loyalty, fairness, mutual respect and trust.

ERG's commitment to an energy transition that leaves no one behind is also confirmed with the update of its Sustainability Policy to be aligned with international best practices (UN Biological Diversity Convention). A new "Biodiversity" section has been introduced, which describes the commitments and actions that the ERG Group implements for conducting its business activities with a view to conserving biodiversity.

Both documents are available both on the intranet and on the corporate website www.erg.eu in Italian and English. The "Policy Against Violence, Harassment and Bullying" has also been translated into the languages of the countries where ERG is present.

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