

2022

SUSTAINABILITY

REPORT



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CSC Costruzioni

Who we are

CSC Costruzioni SA has been operating in Switzerland for more than 60 years, designing and building high-quality, sustainable structures. With more than 60 ongoing projects and 300 employees applying their experience and know-how to the creation of complex and sustainable structures, CSC Costruzioni SA is a solid company without equal in Switzerland. We do not just meet the expectations of society and our clients. We strive for excellence and quality in each of our projects to create useful and sustainable structures for today and tomorrow.

With a diverse offering ranging from data center and building construction to civil engineering and underground works, working as a complete company, we are committed to developing more environmentally friendly solutions that improve our daily lives and meet the challenges that each of us faces.

Transparency and respect are our core values as we continue to develop new solutions in an ever-changing world. Committed to sustainable and responsible construction, CSC Costruzioni SA is ISO 18001 and ISO 45001 certified. To better identify and respond to environmental issues, we participate in the Swiss Triple Impact program, which helps companies in Switzerland achieve the Sustainable Development Goals.

CSC Costruzioni SA has always been able to benefit from the know-how and experience of its sole shareholder, Webuild, a leading international player in the construction industry.



CSC Costruzioni

Business areas



Buildings

For several decades, we have been designing and building high-complex and sustainable infrastructures all over the country. From residential to industrial and office buildings, our teams bring their unique expertise and experience to create emblematic masterpieces.



Tunnels

Since 1960, we are building some of the country's most iconic structures, such as the Gotthard and Brenner tunnels. With our high-level tender department, we are able to meet new challenges to improve daily life and become a key player in this market. Our mission: to cross borders and create infrastructures that bring people together.



Civil engineering

We build civil engineering structures that are fundamental to people's daily lives, whether in terms of safety or comfort. We are committed to a wide range of civil engineering projects, backed up by a large warehouse in the canton of Ticino, enabling us to successfully complete projects of any complexity and nature.



Data Centers

With our International General Contractor's experience, we support our clients at all stages in the life cycle of their data centers infrastructures. We are committed to a responsible digital transition, to help companies benefit from sustainable data centers. In all our business areas, we can rely on the Webuild's know-how and experience as major player worldwide.

Sustainability strategy

"Building quality infrastructure with people's well-being, land development and environmental protection in mind is not only our priority, but our biggest challenge."

CSC's Sustainability Strategy is fully integrated into the business model through the ESG plan and into the Webuild Group's overall strategy, and is based on two key pillars: contribution to the global challenges declined by the UN in the SDGs and ongoing commitment to responsible conduct in value chain management.

- Contribution to the global challenges declined by the UN in the SDGs
- Ongoing commitment to responsible conduct in value chain management

CONTRIBUTION TO GLOBAL CHALLENGES

The first pillar pertains to the company's core business, focused on the Group's ability to implement infrastructure projects in the areas of Sustainable Mobility, Clean Hydro Energy, Clean Water and Green Buildings that can offer clients and the market a contribution to the global challenges posed by urbanization, climate change, natural resource scarcity and technological innovation.

RESPONSIBLE BEHAVIOR

The second pillar focuses on business practices of ethical, social and environmental responsibility, through which the Group aims to ensure the protection and enhancement of people and the environment, as well as socio-economic development.

Contribuiamo all'avanzamento degli Obiettivi di Sviluppo Sostenibile

attraverso:

il nostro Core Business

Supportiamo i clienti nelle aree della mobilità sostenibile, l'acqua, l'energia idroelettrica e i green building, realizzando infrastrutture che contribuiscono allo sviluppo e al benessere delle comunità.



Pillar 1:
Contributo alle sfide globali

le nostre Business Practice

Contribuiamo allo sviluppo economico e sociale dei territori in cui il Gruppo opera, assicurando il benessere delle persone e il rispetto dell'ambiente.



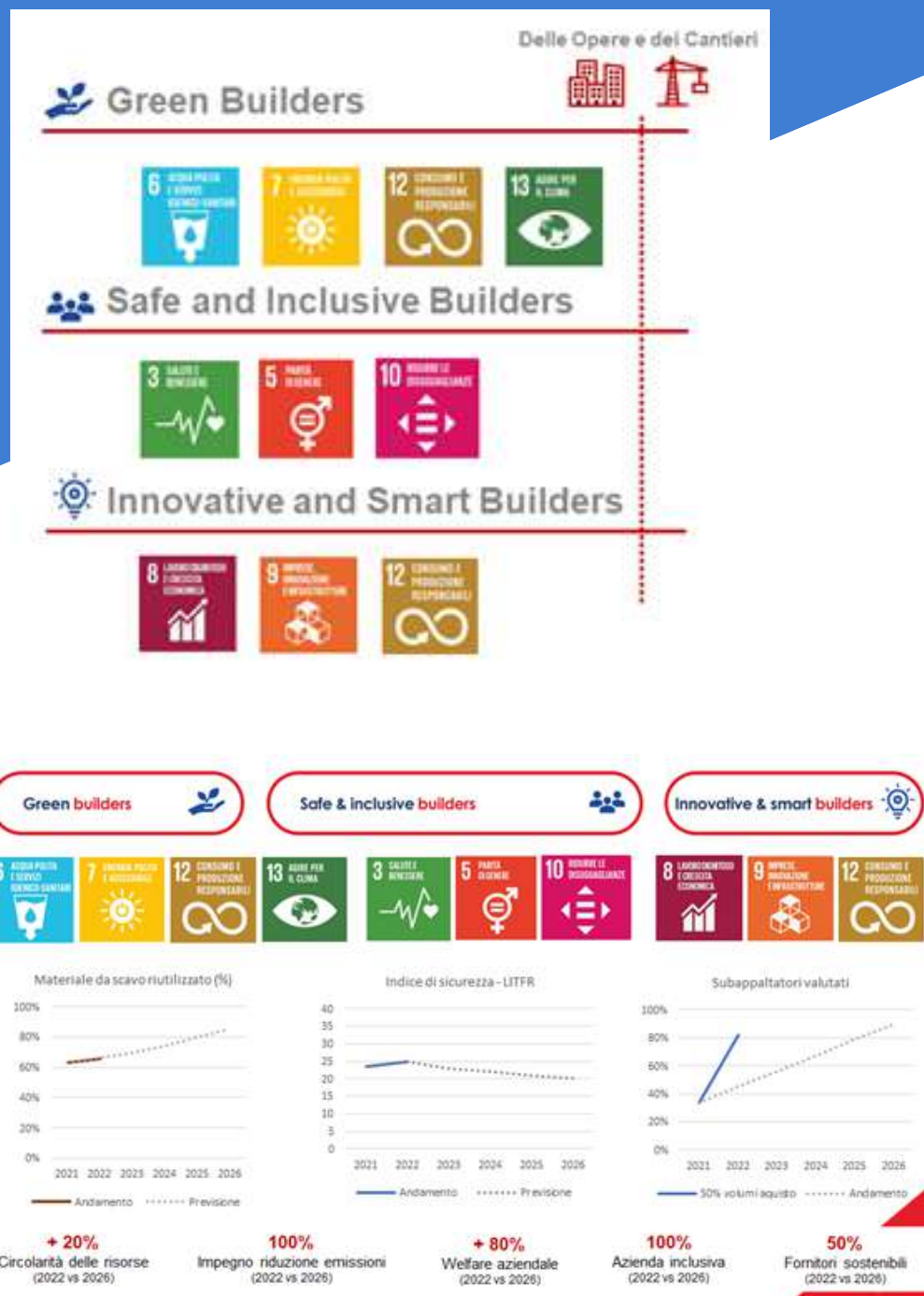
Pillar 2:
Condotta responsabile



Sustainability strategy

ESG Plan

CSC has defined an ESG Plan for the period 2023-2026 focusing on three strategic areas-Green, Safety & Inclusion, and Innovation. On these priority areas, CSC has defined a number of specific programs and targets to be pursued during the plan period, as depicted below:



Sustainability strategy

ESG Plan

The Company adopts a management and business organization model based on a system of principles (Code of Ethics, Policies) and management and control tools (risk management, Models, procedures, controls) aimed at overseeing relevant issues of an ESG (Environmental, Social, Governance) nature, in line with Swiss regulations, as well as the main international standards and guidelines.



POLITICA DI SOSTENIBILITÀ



Politica QHES



Politica Diritti Umani e
Inclusione



Politica
Anticorruzione

CODICE ETICO

CODICE CONDOTTA FORNITORI



**Sistemi di
gestione e
monitoraggio**

SISTEMA DI RISK MANAGEMENT



9001:2015



14001:2015



45011:2018

Sistema integrato di gestione QHES

SISTEMA DI REPORTING INTERNO

Sustainability strategy

ESG Plan

ETHICS CODE

CSC has adopted a Code of Ethics that defines the principles and rules of conduct that individuals working for and with csc must abide by and be guided by in their daily activities. The addressees of the Code of Ethics are the directors, managers and employees of csc as well as all those who, directly or indirectly, permanently or temporarily, establish relationships and relations with csc, each within the scope of their functions and responsibilities. The Code of Ethics is developed through a path that starts with the definition of the Company's identity Pillars and is declined in the description of csc's relationships with its collaborators, partners and, more generally, with corporate stakeholders. The Code makes explicit the constructive behaviors to be adopted within the company, drawing a model of ethical leadership to be adhered to.

SUPPLIER CODE OF CONDUCT

The principles expressed in the Company Policies are reiterated in the Supplier Code of Conduct, the tool adopted by the Company in mid-2022 to extend its responsible and sustainable management practices to the supply chain. The Supplier Code of Conduct is binding on csc suppliers and, together with the Code of Ethics, forms an integral part of contractual relationships with the Company.

COMPANY POLICIES

CSC has issued a set of Company Policies which, together with the Code of Ethics, are the main points of reference for those who work at csc. The Company Policies, available on the Company's website and corporate document sharing platform, are briefly described below:

Sustainability Policy: contains the principles to which the Company is committed in the conduct of its activities in order to contribute to the economic progress, social welfare and environmental protection of the countries in which it operates.

Health and Safety, Quality and Environment Policy: contains the principles that the Company is committed to uphold to protect the health and safety of its workers, suppliers and subcontractors in all phases of the design, implementation and development of its activities and workplaces, defining the company's goal of "zero accidents," in the conduct of its activities, in order to mitigate possible negative effects on the environment, safeguard the ecosystem, and increase beneficial impacts, and in order to ensure full customer satisfaction, active involvement of all stakeholders, and continuous improvement of the Quality System, based on the fundamental principle of "building to a workmanlike standard."

Respect for Human Rights and Inclusion Policy: contains the principles the Company is committed to in order to ensure the protection of human dignity, fair and favorable working conditions, and the protection of the human rights of stakeholders affected by the Company's activities, and to promote inclusive work environments in which individuals' abilities and potential are best utilized, developing the Company's human capital.

Anti-Corruption Policy: contains the principles that should govern staff conduct on AntiCorruption issues, based on the fundamental principle of "zero tolerance."

Sustainability strategy

ESG Plan

ANTI-CORRUPTION POLICY

As an entity linked to an industrial group of international dimensions, specializing in the construction of large complex works, which recognizes the primary importance of conducting its business with integrity, transparency and fairness in all countries where it operates, CSC promotes an anti-corruption policy in order to consolidate its ethical principles, preserve the values invested in CSC and its image.

SUPPLIER CODE OF CONDUCT

The principles expressed in the Company Policies are reiterated in the Supplier Code of Conduct, the tool adopted by the Company in mid-2022 to extend its responsible and sustainable management practices to the supply chain. The Supplier Code of Conduct is binding on CSC suppliers and, together with the Code of Ethics, forms an integral part of contractual relationships with the Company.

GOALS 2023

The 2023 goals for CSC are to implement a 360-degree culture of sustainability in the company and implement the actions planned for the road map defined in the ESG plan.



Occupational disease training



Digitization of the company



Active monitoring of worksites to achieve 2023 - 2026 targets



Corporate policy on diversity and inclusion



Analysis of the construction chain

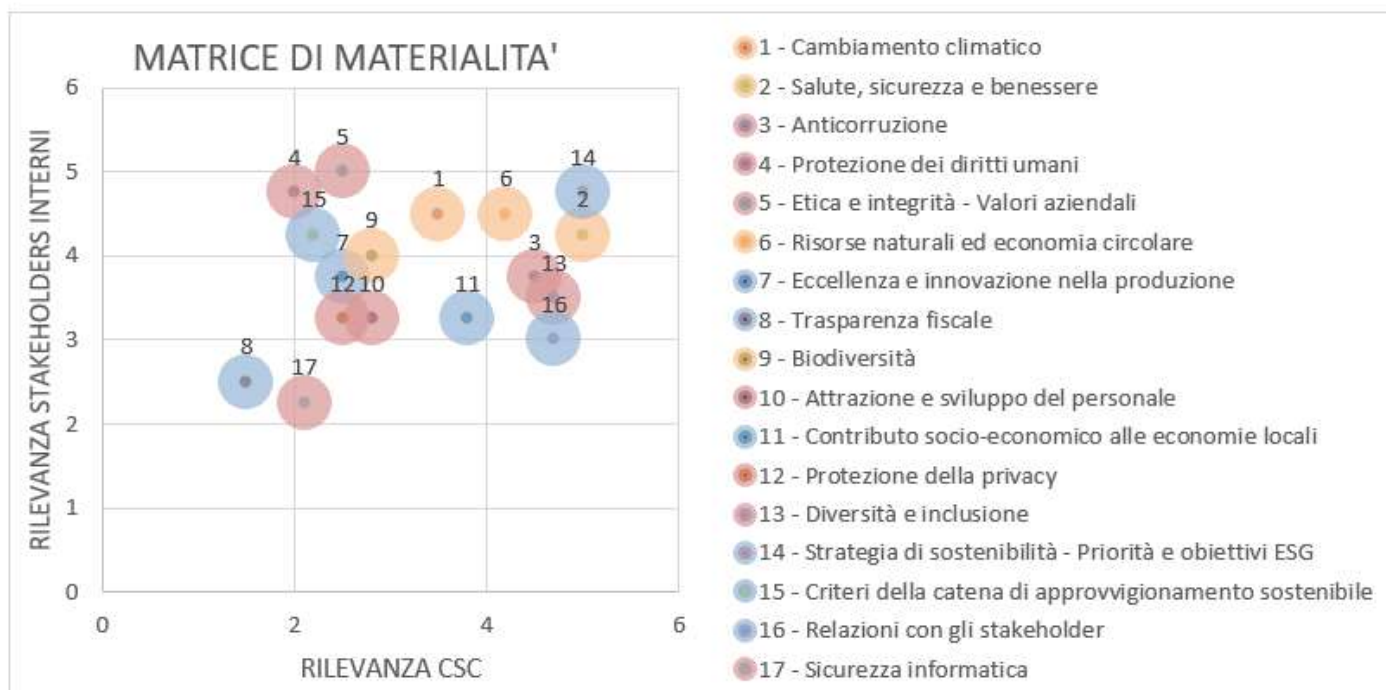
Materiality matrix

The following is the list of material issues 2022 grouped according to the three ESG clusters on which the materiality matrix was based.

GOVERNANCE	SOCIAL	ENVIRONMENT
Sustainability strategy	Staff attraction and development	Climate Change
Excellence and innovation	Health, safety and welfare	Natural resources and circular economy
Ethics and integrity	Diversity and inclusion	Biodiversity
Anticorruption	Human Rights	
Fiscal transparency	Contribution to local economies	
Supply chain	Privacy	
Relations with stakeholders		
Safety information		

Materiality matrix

The materiality analysis was carried out according to the guidance provided by the GRI Universal Standards 2021, which proposes a new approach of identifying material issues according to the most significant impacts-positive and negative, actual and potential-generated by the Organization on the economy, environment and people, including impacts on their human rights. The results of the process allowed for the highest priority to be given to themes related to "Sustainability Strategy," "Health, Safety and Welfare," and "Circular Economy."



CSC contribution to sustainable development

Contribution to economic and technological growth

Innovazione, ricerca e sviluppo

Fattore strategico per la crescita sostenibile e la competitività del Gruppo



Constant innovation is essential for success in the infrastructure sector. In addition to making technological advances in materials, components and manufacturing processes, we study each of our projects taking into consideration the needs for environmental protection, personnel safety and protection of the interests of local economies that have emerged from the socio-environmental impact assessments prepared by our clients, while ensuring the commercial viability of the initiative.

Among the major successful initiatives in 2022 is Axel (TELT construction site - La Maddalena), the world's first robotic solution for tunnel and culvert inspections. Axel solves and nullifies the risks of exploration of critical environments since it can advance without a pilot on board, detecting environmental conditions and making available, remotely and in real time, images and data that allow to establish the state of the explored territory (e.g., temperature, humidity, state of the walls, presence and concentration of hazardous gases, etc.). Axel then allows for better preparation of remedial work in the target environment, such as washing and air exchange, consolidation of walls, and installation of electrical systems.

Webuild's Remote-Controlled Robot

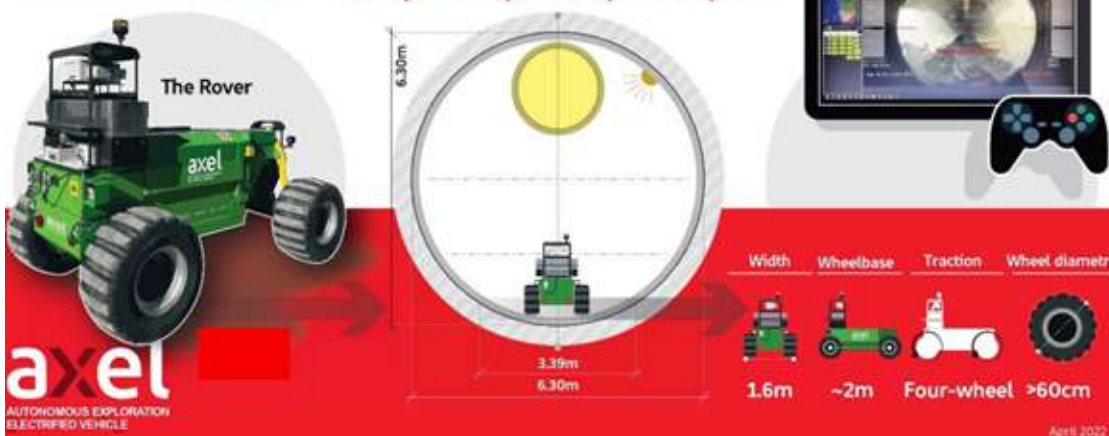
Project TELT - TURIN-LYON HIGH-SPEED RAILWAY
 "Nicchie la Maddalena" construction site

World-First Robot Prototype For Inspections by Remote

Maddalena Tunnel



Remote-controlled robot for tunnel inspections

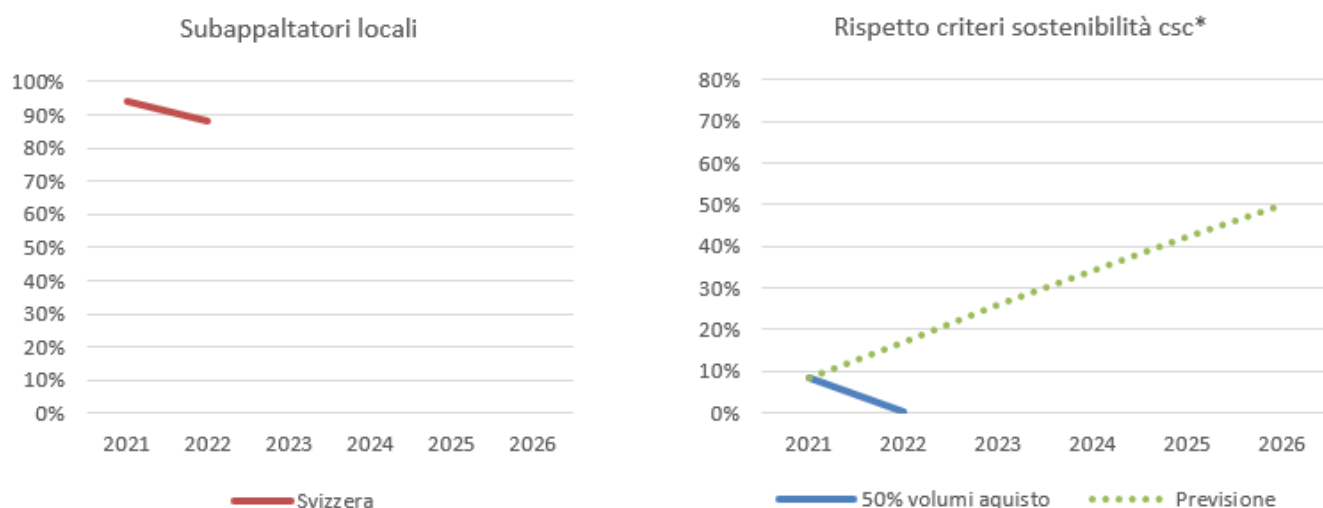


CSC contribution to sustainable development

Contribution to economic and technological growth

LOCAL INVOLVED SUBCONTRACTORS (CH)

CSC promotes the involvement of suppliers and subcontractors belonging to the territory in which the project is located. This will directly and indirectly contribute to the growth of the local economy and to sharing with the territories. Sharing two-way "know how" and expertise with local suppliers and subcontractors allows us to develop strong partnerships and promote the growth and technical development of the supply chain.



*criteri sostenibilità csc basati su un questionario che racchiude informazioni su certificati, policy aziendale, sociale ed ambientale – rispetto dei criteri 30% del punteggio totale

SUBCONTRACTOR SUSTAINABILITY ANALYSIS

CSC during the procurement stages, both bidding and execution, of the subcontractors and suppliers involved through a questionnaire that investigates the governance, social and environmental aspects of a company. This data, which relates to the ESG plan objective of the supply chain, is evaluated based on the analysis of suppliers with whom contracts are closed during the year.

The selection of suppliers is carried out in accordance with the principles of fairness and impartiality, according to selection rules based on the verification of quality, technical and professional suitability, compliance with applicable human rights standards, labor regulations - including equal opportunities - health, safety and environment, and cost-effectiveness criteria. Suppliers are required to formally accept the Code of Ethics, the Anti-Corruption Model.

Within the procurement process, the supplier qualification process plays a significant role, which aims to assess the requirements of the potential supplier according to the criteria defined by the company, in order to include it in the company's Vendor Lists. In addition, the qualification process aims to ensure coverage of CSC requirements in all relevant commodity and geographic scenarios. The supplier qualification process is managed by the Procurement Department and involves the preliminary conduct of a series of checks on the potential supplier, in order to verify in advance its honorability, skills mapping and non-membership on the Reference Lists.

CSC contribution to sustainable development

Potential suppliers, subject to qualification for inclusion in the corporate Vendor Lists, are asked to fill out a questionnaire to acquire and evaluate information on various aspects: activity and production classification, organizational and corporate structure, economic-financial data, registrations and certifications, quality, environment and safety, social responsibility (including human rights), specific information by commodity category (where available). On the basis of the information received, the Procurement Department may order specific analyses and in-depth investigations to be carried out. Visits may be carried out with the support of other company departments, such as Technical Services and Safety, Environment and Systems, and are aimed at assessing the supplier's technical-operational capabilities with specific reference to products and services of interest to CSC, delving into aspects that could influence the potential partner's compliance with contractual obligations. For certain suppliers falling within the scope of counterparty risk analysis, additional risk analyses are carried out according to the methods, methodologies and tools defined by Risk Management.

DIGITIZATION PROCESS

CSC is gradually adopting change aimed at digitizing business processes, aimed at reducing consumption of both material resources and centralizing sensitive employee data.

In 2022, CSC adopted digital business cards for all its employees, thus centralizing and sharing contacts. This will ensure that with every turnover, change of job and/or location, business cards do not have to be reprinted.



CSC contribution to sustainable development

Contribution to the sustainable management of environmental resources

Environment

Optimizing the use of natural resources, protecting the environment and preserving biodiversity for increasingly sustainable construction sites



 **69% Rifiuti da cantiere recuperati**
Riutilizzati o riciclati

 **22% Energia rinnovabile**
Cantieri nel perimetro 2022

 **59% Materiale da scavo recuperato**
Riciclato o riutilizzato in loco

Protection of the environment is a priority for CSC, formalized in a specific Environmental Policy, which has been accompanied by an environmental management system certified in accordance with ISO 14001. The system consists of a series of environmental management procedures to be implemented by individual CSC production entities, appropriately adapted to the applicable regulatory and contractual context, to ensure that significant negative environmental impacts are adequately identified, managed and mitigated and positive impacts seized as opportunities.

Six construction sites, in Ticino and French-speaking Switzerland, in civil engineering and construction, two of which already belonged to the 2021 perimeter of analysis CSC (project value > 10 million with CSC pilot enterprise) in 2022.

DATA OF ENVIRONMENTAL ENERGY, WATER, WASTE AND MATERIALS

Data are collected quarterly through the cooperation of the site team and cover the following areas:

- Waste management
- Water consumption and supply
- Electrical consumption and supply
- Use of natural materials

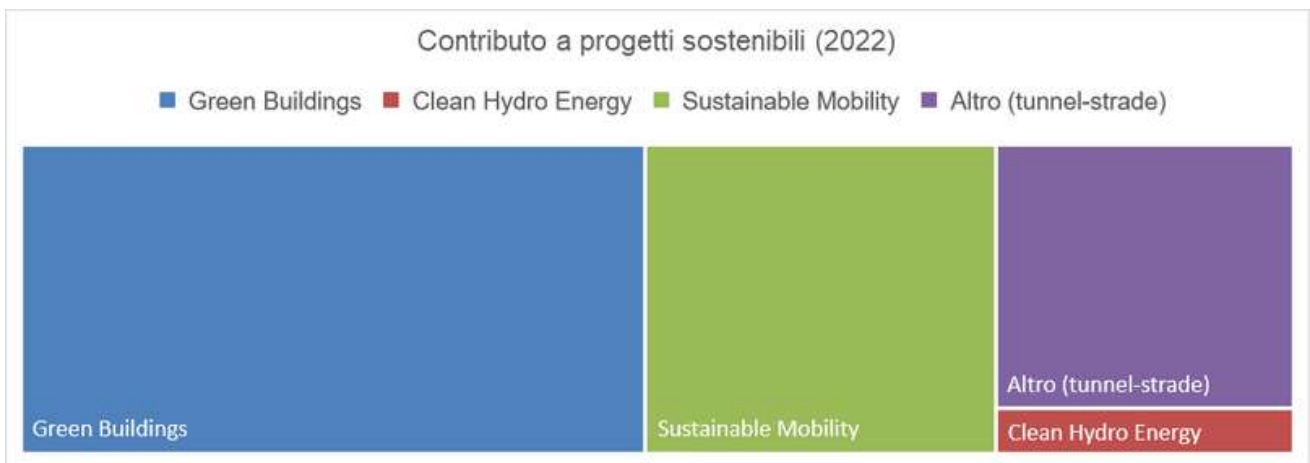
WASTE MANAGEMENT					
Excavated material management (m3)	2021	2022	2023	2024	2025
Fillings	13907.5	12135.71			
Excavated material sent to landfill	8499	166			
Recycled concrete production	845				
Total	23251.5	12301.71			
Construction site waste reused/recycled	2021	2022	2023	2024	2025
Plastic (PET, PVC, PE, PP, PS) (m3)	22	92.92			
Wood (m3)	110	64.39			
Paper	0	63.98			
Metal	26.25	39.57			
Total	158.25	260.86			
Construction waste disposed of in landfills	2021	2022	2023	2024	2025
Plastic (PET, PVC, PE, PP, PS)	22.06	81.21			
Wood	80	52.47			
Paper	0	6.6			
Metal	0	0			
Total	102.06	140.28			

PROJECT TYPES AND CERTIFICATION

As part of the general and total undertaking, we are called upon by clients to build and deliver realizations according to very specific sustainability criteria dictated by the certification chosen for the project. In 2022, CSC has projects under construction undergoing Minergie and SEED certifications.

Certificates of sustainability in building construction ¹					
Certificates	2021	2022	2023	2024	2025
SEED	1	1			
Minergie (A,P,ECO)	3	2			
DGNB	1	0			
ET/EG Total Projects	10	4			
Total certificates	50%	75%			
¹ Ingoing project during the year subject to certification					

CSC contributes to works aimed at optimizing connections (highways) and sustainable mobility (rail), as well as sustainable construction.



SUSTAINABLE MOBILITY

The company pays special attention to the needs of its employees and environmental protection. For this reason, corporate measures have been introduced to reduce the impact of employee staff travel and facilitate the management of work/family needs:

- Incentive use of public transportation: all employees employed at the company's premises can apply for a local-type season ticket (e.g., "Rainbow" for Canton Ticino). The cost of the season ticket is assumed 50% by the company and 50% by the employee. Thanks to this incentive, in the year 2022 csc lowered emissions related to home-work travel by 16% through this measure
- Introduction of a weekly telecommuting day: as of 2022, technical and administrative employees working at csc's offices are given the opportunity to telecommute 1 day per week. Thanks to this measure, the company cuts CO2 emissions by 22%.



(Car calculation -> if everyone used the car to get to work, assuming an average of 33 km per person per day (A/R), Public transport -> contribution of the 45 people who use public transport, Standard Working Days -> already takes into account those who use private transport and those who use public transport)

Standard Working Days (one remote work day per week)	Remote work	
CO2 Reduction	22%	
Car (Assumes 1 car per person-different departures)	Trasporto pubblico	
CO2 Reduction	16%	
Average auto emissions		100 g/km
Train emissions		44 g/km
km per day	(public transport)	1534 km/day
km per day	(private transport)	2284 km/day
Remote work days		52 km/day
Working days		240 km/day

AWARENESS AND TRAINING

CSC continued its outreach and education activities throughout 2022. To raise awareness among employees, a photo contest was held on World Environment Day where each employee, both headquarters and site, could participate by submitting up to 5 photos and/or 1 video (max 40sec) on the theme "Small daily actions to reduce resource consumption." The photos and videos had to propose "moments" during work activities. The material received was divided into thematic areas such as waste separation, sustainable mobility and reducing paper consumption.



In addition to active participation, outreach communications were made on days related to the environment and consumption of environmental resources.

AWARENESS AND TRAINING

13.05.2022 _ Svizzera Overshoot Day

Il Country Overshoot Day riflette l'impronta ecologica di un Paese confrontando la domanda della popolazione e la biocapacità della nazione. /

<https://www.overshootday.org/>

https://www.genevaenvironmentnetwork.org/resources/updates/switzerland-overshoot-day-2021/#scroll-nav_2



<https://www.footprintnetwork.org/swissfacts/>

Impegno di csc costruzioni sa : diminuire l'impronta ecologica attraverso l'economia circolare

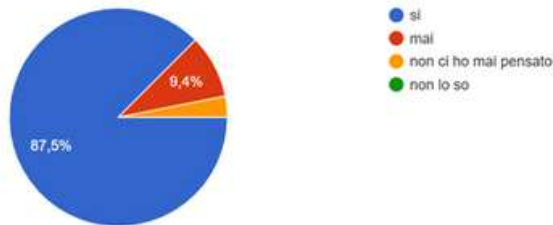
Calcola la tua impronta ecologica:

<http://www.footprintcalculator.org/>

Employees also participated in a questionnaire on office energy use and the most important sustainability issues.

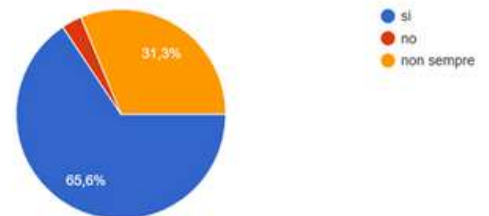
Con il computer: alla fine della giornata lavorativa, spegni l'alimentazione?

32 risposte



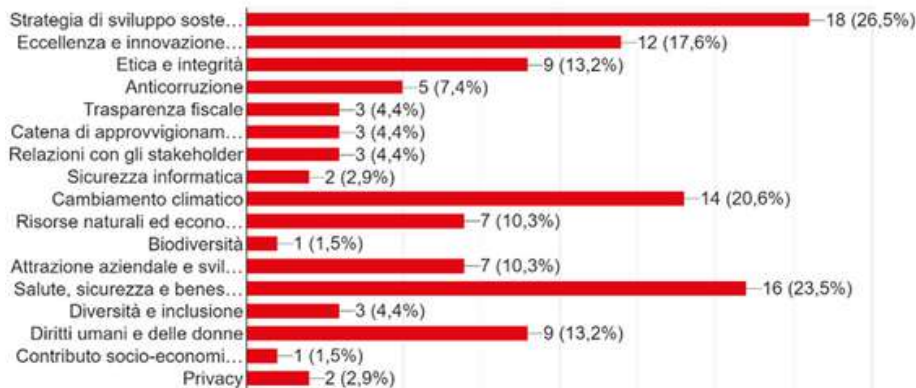
Aria condizionata: evitate di surriscaldare l'ufficio (19 gradi consigliati)?

32 risposte



Indicate qui di seguito i 3 temi che ritenete prioritari

68 risposte



CO2 EMISSIONS REDUCTION

CSC participates in Tree-Nation projects.

In 2022, CSC funded the Agroforestry To Stop the Desert project in Burkina Faso. The Planting for the Planet project was launched by Ms. Wangari Maathai and involves reforestation in Sanguié province to combat the advance of the desert. Reforestation also allows the water level in the surface aquifers of the wells to rise, making it less difficult to draw down. We help dig garden wells where needed and possible. Sometimes just one well can bring water to a village. The Baobab29 Association regularly sends missions to the area and works in collaboration with the local association APCP (Association d'Aide à la Protection du Capital Productif).

The image shows a certificate of recognition from Tree-Nation ASBL. At the top left is the TAC logo, and at the top right is the tree-nation logo. The main text reads 'CERTIFICATO DI RICONOSCIMENTO' followed by 'rilasciato a' and the CSC logo (part of the webuild group). Below this, it states '4140 KG di CO2 compensati' and '23 alberi piantati'. The project name 'PROJECT AGROFORESTRY TO STOP THE DESERT, BURKINA FASO' is listed in a box. At the bottom left, there is a signature box for 'Maxime Renaudin' and contact information for Tree-Nation ASBL. A QR code is located at the bottom right.

TAC **tree-nation**

**CERTIFICATO
DI RICONOSCIMENTO**

rilasciato a

CSC **webuild group**

4140 KG di CO2 compensati
23 alberi piantati

PROJECT AGROFORESTRY TO STOP THE DESERT, BURKINA FASO

Maxime Renaudin

Informazioni sul certificato:
Tree-Nation ASBL
N° del registro BE0727828810
Avenue Louise 367
1050 Bruxelles
Belgium

23
Trees planted



4140 kg
CO2
compensated

CSC contribution to sustainable development

Contribution to inclusive and social development

Human resources

Health and safety, attraction and professional development, diversity and inclusion



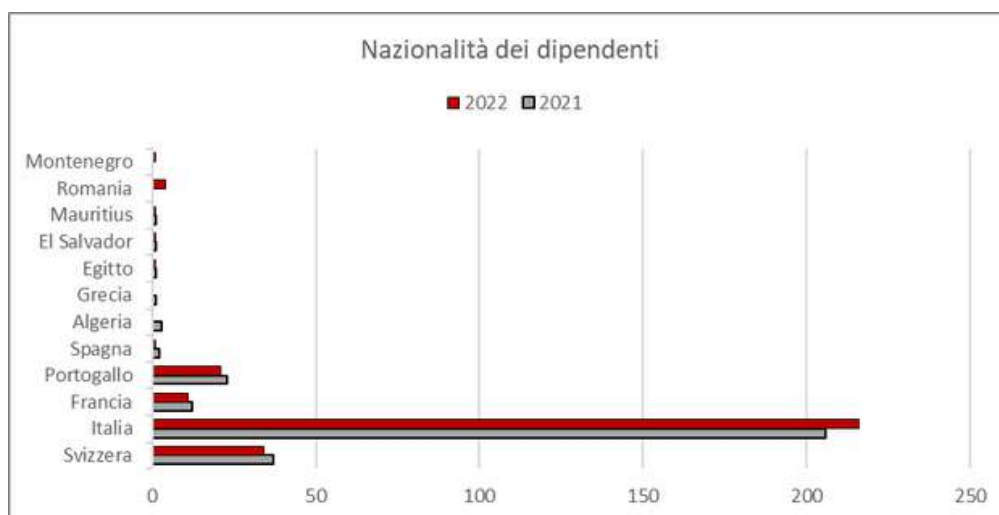
Human resource management of csc is carried out in accordance with the principles defined in the Code of Ethics and in compliance with Swiss laws and regulations.

GROUP WORKFORCE

As of the end of 2022, 90% of the workforce was composed of employees belonging to technical and production functions, while the remaining 8% belonged to functions with decision-making responsibility and 2% belonged to managerial functions. 100% of the contracts are permanent and 3% are part-time.

WORKPLACE ATTRACTIVENESS

CSC makes diversity a strength and a lever for growth, thanks to the international cultures and experiences of its employees. One of its goals for the coming years is to continue and promote diversity and inclusion within the company.



Direct workforce by category

	2021	2022	2023	2024	2025
Executives	7	5			
Employee with cadre function	14	24			
Employees and production	264	262			
Total Employees	287	291			

There are employees of more than 10 nationalities in the company. Another key issue in diversity is young people. The following tables show data on the composition of staff by age group, with about 64 percent of employees under the age of 50.

Employee ages

Age	2021	2022	2023	2024	2025
<30	28	23			
30-50	147	162			
>50	112	106			
Totale	287	291			

GENDER EQUALITY AND INCLUSION

CSC is committed to the continuous implementation of a work environment that fosters inclusion, recognition and appreciation of all diversity - of gender, age, nationality, ethnicity, social or marital status, religion. This principle is a competitive advantage for growth, creating synergies as well as understanding and capitalizing on the challenges of a multicultural business environment in line with the provisions of the "Human Rights and Equal Opportunity Policy." Women to date represent 11% of CSC employees.

Women's representation in CSC					
	2021	2022	2023	2024	2025
Executive women*	1	0			
Men executive	6	5			
Women with cadre function**	1	3			
Men with cadre function	13	21			
Women employees and production	24	30			
Men employees and production	240	232			
Total Employees	285	291			

*Director=management and BoD.

**Project managers, department heads, and activity managers.

RESOURCE SELECTION AND ACQUISITION

Resource selection and acquisition activities are based on a defined and standardized process for both Corporate and Projects: this involves structured planning of staffing needs, followed by verification of the presence of potential internal candidates for the required positions and activation of market search if the outcome of the above verification is negative.

CSC has adopted the policy of job advertisements and staff selection without distinction of gender, religion and origin.

EMPLOYEE RETENTION (LOYALTY)

In the context of human resources, employee retention is the process by which the company works to retain employees. CSC is aware of the value of its employees and the importance of having continuity within work teams. For this reason, it adopts systems to improve employee life by seeking to contribute to personal and family needs through the following initiatives:

- Growth and career opportunities through professional placement, annual interviews with their managers to chart their company's course
- Training supported by the company upon agreement with the manager
- Shared training days and team building organized by the company with all employees
- Flexibility of inbound and outbound working hours
- Possibility of telecommuting one day a week
- Company seniority bonuses
- Possibility of internal mobility

WAGE EQUALITY BETWEEN MEN AND WOMEN

Equal pay between women and men is guaranteed if women and men receive equal pay for equal work of equal value. CSC took advantage of the tool provided by the confederation, Logib, to assess its own situation in terms of wage justice between men and women. Through this analysis carried out with May 2022 as a benchmark, CSC has been able to see that indeed a gender impact is present. This will be the corporate starting point to be able to implement actions and practices and lower this percentage.



Dettagli dell'analisi della parità salariale destinati all'autorità di controllo

Mese di riferimento	05 / 2022	Differenza salario medio	Le donne guadagnano CHF 747 (9.3%) di meno.
Numero di dipendenti	295 di cui 33 (11.2%) donne e 262 (88.8%) uomini	Differenza salariale di genere inspiegabile	Considerando le caratteristiche personali e quelle relative al posto di lavoro, le donne guadagnano il 11.2% di meno.
Numero di dipendenti inclusi nell'analisi	295 di cui 33 (11.2%) donne e 262 (88.8%) uomini		Impatto di genere presente

SAFETY CULTURE

Attention to the Health and Safety of workers is one of csc's core values. The Company has adopted an Occupational Health and Safety management system certified in accordance with ISO 45001, which defines how the main processes are carried out, as well as the specific roles and responsibilities for achieving the defined objectives and implementing the company's Health and Safety policy. CSC aims to maintain the highest levels of health, safety and hygiene protection for its workers, and to ensure the necessary prevention and protection measures to avoid or minimize occupational risks. All employees are required to assess and manage risks in a preventive manner and to take proactive action to avoid unsafe situations and behavior, helping to maintain a healthy work environment in which they work, ensuring their own and their colleagues' safety. CSC is committed to spreading the culture of health and safety in the workplace, involving all staff in information and training activities.

In 2022, also as a result of the decrease of the COVID-19 emergency, implementation activities of the Safety Builders Program, the program aimed at fostering a strong organizational culture of Safety based on strengthening leadership capacities in Safety at all managerial levels and developed within the broader safety communication and training strategy called "Valyou - Our Health and Safety Way," fully resumed.

Worksite safety ¹					
Accident index	2021	2022	2023	2024	2025
LITFR	23.74	24.92			
Accident Severity Index	1.21	1.4			

¹Project in progress during the year - (Swiss national figure LITFR = 75)

Safety training hours					
Hours of training (course hours x number of participants)	2021	2022	2023	2024	2025
Total	1050	3670			

KPI Sustainability

Social KPIs

SCOPE	TOPIC	INDICATORS
Social	Safety	LTIFR (Lost Time Injuries Frequency Rate)
		Safety training hours
	Inclusion	Nationality and age employed
		Employee master data
		Women's presence in the company

Environmental KPIs

SCOPE	TOPIC	INDICATORS
Environmental	Energy	Energy Management
	Water	Water management
	C02 emission	Home-to-work mobility
	Circular economy	Recovery of excavated material
		Waste valorized

KPI Sustainability

Economic KPIs

SCOPE	TOPIC	INDICATORS
Economic	Value chain	Compliance with CSC sustainability parameters
	Local economy	Local subcontractors (with respect to the project)
	Supply chain	Supply chain contribution to sustainable development

Contribution of worksites to SDGs

Contributo agli OSS - Gestione progetti - 2022

- 1 Povertà zero
- 2 Fame zero
- 3 Salute e benessere
- 4 Istruzione di qualità
- 5 Uguaglianza di genere
- 6 Acqua pulita e igiene
- 7 Energia pulita e accessibile
- 8 Lavoro dignitoso e crescita economica
- 9 Industria, innovazione e infrastrutture
- 10 Ridurre le disuguaglianze
- 11 Città e comunità sostenibili
- 12 Consumo e produzioni responsabili
- 13 Agire per il clima
- 14 La vita sott'acqua
- 15 La vita sulla terra
- 16 Pace, giustizia e istituzioni
- 17 Partnership per gli obiettivi

