

A wide-angle landscape photograph of a mountain range. In the foreground, a person stands on the peak of a large, light-colored rock formation. The background features rolling green hills and distant, snow-capped mountain peaks under a hazy sky. A white rectangular frame highlights the person and the rock formation.

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.

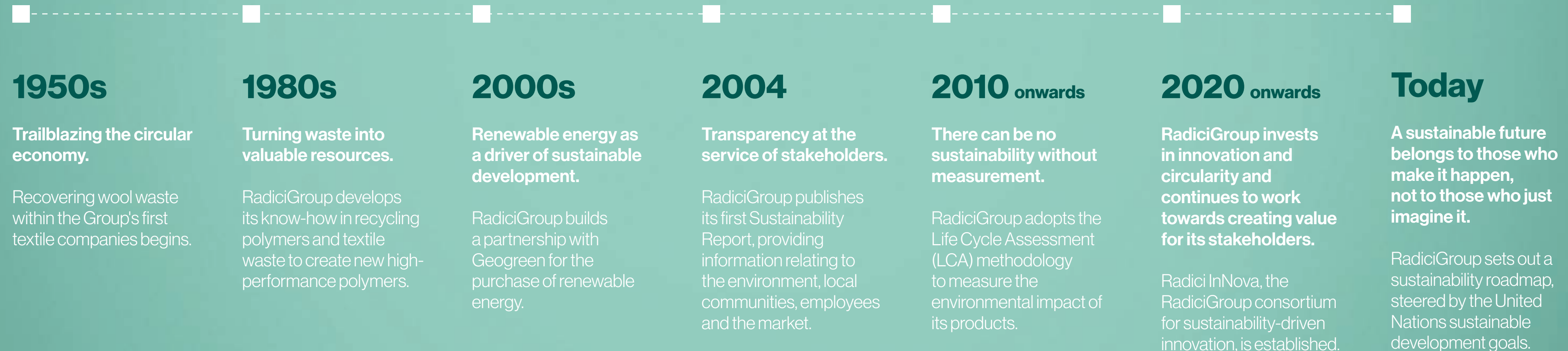
One partner, endless solutions.

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.



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



90% coverage

of Group production facilities by **ISO 50001 energy management system** certification, for greater energy efficiency.

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>Circular economy</p> 	 <h3>Value Chain</h3> <p>create partnerships to build practical solutions for the circular economy.</p>  <h3>Innovation</h3> <p>pioneer the research of new solutions for recycling RadiciGroup materials.</p>  <h3>Prevention</h3> <p>think of the processes and life cycle of products to progressively reduce the waste that ends up in landfills.</p>
<p>Environmental footprint of products</p> 	 <h3>Life Cycle Assessment (LCA)</h3> <p>extend measurement to 70% of products manufactured at a Group level.</p>
<p>Materials management</p> 	 <h3>Renewable sources</h3> <p>Raise the percentage of natural sources used on an annual basis.</p>  <h3>Packaging</h3> <p>seek out increasingly sustainable and circular 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

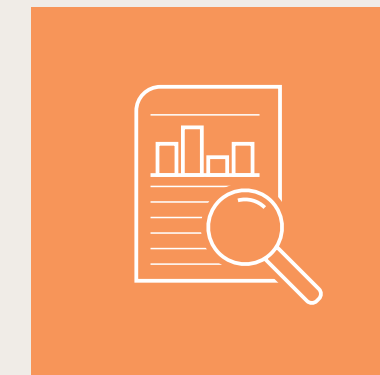
Objective

Workers' health and safety



90% coverage

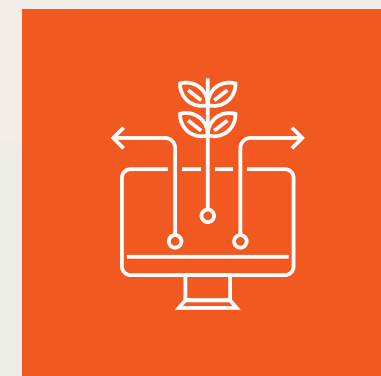
of Group production facilities by ISO 45001 occupational health and safety certification.



Active training

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

Digitisation and cybersecurity



Digitisation

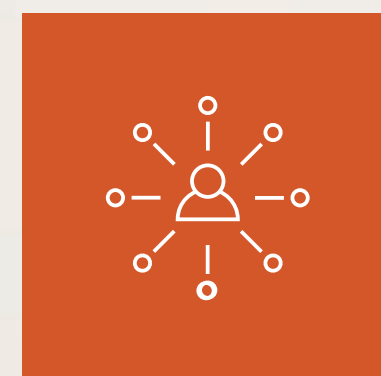
Adopt **next-generation digital solutions** and dedicated software to further all sustainability processes.



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

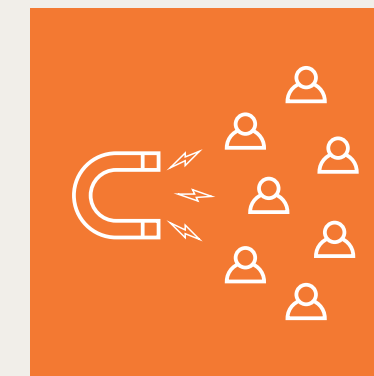
Objective

Attracting, valuing and developing human resources



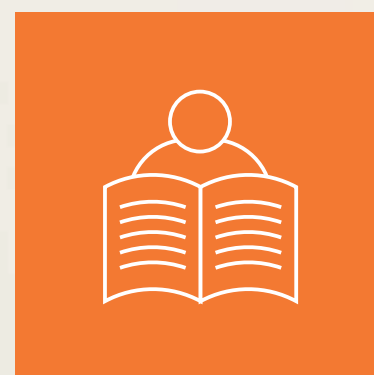
Human rights, equity and inclusion

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>Long-term value creation and business sustainability</p> 	 <p>Leadership and competitiveness</p> <p>maintain a leading position in the Group's key business sectors, underpinned by ESG principles, to create long-term value to be shared with stakeholders.</p>
<p>ESG corporate governance, risk management and compliance</p> 	 <p>Shared values</p> <p>ensure the Code of Ethics is shared and endorsed 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>Responsible supply chain management</p> 	 <p>Engagement</p> <p>encourage suppliers to play an active part 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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