



# **SUSTAINABILITY REPORT**

**2021**

**Executive Summary**

## **EXECUTIVE SUMMARY**

*The first Lutech Sustainability Report is the result of a collective effort to organise in a single report the initiatives, projects and programmes that already characterised Lutech's actions in the environmental and social realms. The purpose of the report is therefore to become aware of its own positioning through a series of metrics measuring its performance in relation to the issues perceived as most relevant.*

*Like all first editions, this report has enabled the company to define a baseline against which to measure progress in the years to come, with the awareness that social and environmental sustainability represents an evolutionary process and not a static snapshot of the present.*

*The company's ambition is to embark on a strategic growth pathway that recognises environmental and social values as assets for integrated improvement, i.e. across all internal functions. In fact, it is now no longer possible to confine environmental and social sustainability issues to technical figures alone: the challenges that companies are called upon to face increasingly concern business models and not just individual product or process performance. This is why Lutech, backed by its experience in ICT process management, is confident that it will be able to buttress its "systemic" vision and expertise with the nature of the environmental, social and governance challenges that lie ahead.*

*In this document, the company is therefore presented through the filters of the main impact areas (market, environment, people, community) and the relative stakeholders (suppliers, employees, customers, partners), providing details for each reporting theme on the relevant performance in 2021 and, where possible, 2020, according to GRI standards - Core Option. In order to delve deeper into certain topics that are particularly important due to their innovative nature or high impact, in-depth focus areas have also been fleshed out, with interviews or additional specific data: Business Ethics: the evolution of a theme, Mobility Management, Cinisello Balsamo, The Lutech Forest, Procurement & Facility Management, Smart Working at Lutech, Lutech and Cisco for the Miulli Hospital in Bari.*

*Lastly, the final part of the document illustrates the main objectives - both internal and in relation to the Sustainable Development Goals of the United Nations 2030 Agenda - that the company intends to achieve in the years 2022 and 2023, the latter defined thanks to an internal learning process that originated from the data collection and report drafting process itself. It is precisely this learning that has therefore become the first governance impact of Lutech's initial approach to Integrated Sustainability issues.*

*The materiality matrix and the analysis of the levels and processes of stakeholder engagement represent, in closing, the essential aspects of a methodology that will allow Lutech to compare its performance over time, thanks to a set of internationally recognised indicators, making its "ESG journey" increasingly effective and beneficial.*



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