

## SUSTAINABILITY POLICY OUR COMMITMENTS

For over 40 years, PAMBIANCO has been assisting Italian lifestyle companies in two macro areas, Consulting and Media. The first division consists of Advisory, M&A, Market Research, Head Hunting and Communication services. The Media unit includes Fashion, Design, Beauty, Wine & Food and Hotellerie editorial platforms, as well as Pambianco Summits and the Academy.

Aware of its strategic role in the Made In Italy sector, an essential area for the development of the national economic system, Pambianco aims to implement an increasingly complete integration of environmental and social aspects through its business activity.

Within this context, Pambianco has decided to formally and publicly commit to pursuing a sustainable development of its business, in accordance with the UN 17 Sustainable Development Goals.

Sustainability, which is the corporate vision that values three fundamental pillars (environmental, social and economic), is managed through **two tools**: this **Sustainability Policy** (our commitment) and an **operational report** (included in the financial statements). These tools aim to respond promptly and concretely to the needs of the interested parties (Stakeholders), in compliance with the ISO international rules on the subject.

Among the seventeen UN goals, Pambianco has chosen the following eight:



This policy is **approved by the Board of Directors** and implemented under the **CEO's** operational responsibility. It is controlled by the internal Monitoring Body and, as regards the economic part, by the Mayor.

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