

ANNUAL REPORT 2019

[WEB SECTION SLIDESHOW](#)

President's Letter to the Stakeholders

Planning the transformation



New challenges for new needs. We are all undergoing one of the greatest transformations in recent history, as we find ourselves in a new context dictated by the health emergency that is profoundly changing our lives and the way we work, imposing new shared priorities.

New needs emerge in living spaces that require urban environments on a more human scale, versatile but at the same time comfortable domestic spaces, able to combine with work needs that need to be rethought.

In this context, Designing takes on a renewed meaning as a discipline at the service of people and able to meet new needs.

Serving people. The role of the designers is renewed in the contribution they can give in order to create Projects at the service of the Community, where the *culture of the project, humanism and social responsibility* – values that have underpinned Politecnica since it was founded – today more than ever must guide the response to new needs, to look to the future with renewed enthusiasm.

Rethinking the future of our cities. Increasingly integrated skills will give the end user greater access to sustainable lifestyles, both personal and professional. A new quality that must be accessible to all to meet the needs of safety, comfort, rights and equality. We need to renew our cities, without distinction between centre and suburbs, creating real ecosystems with neighborhoods equipped with all essential services.

This must happen at the same time, without dispersing what we have achieved over time. The immense historical and architectural heritage that characterizes our country needs to be returned to the Communities, transforming what is existing without necessarily having to consume new resources.

A rapid transition is essential towards the evolution of infrastructure systems into integrated, modern, safe and efficient transport hubs that promote sustainable and accessible mobility through technology.

We must therefore think of the cities of the future no longer as an objective to be achieved, but as the starting point for a new global challenge in which the person is at the centre, as the ultimate recipient of each Project, towards whom more and more empathy and respect is needed.

Our people at the center. Similarly, the focus of Politecnica's attention is on its people – associates, collaborators, employees – to whom we devote attention in carrying out corporate welfare policies and initiatives to reconcile work and family commitments, inclusive work initiatives and in favor of gender equality, continuing our commitment to the employment of women.

Our people have all contributed to the results that in recent years allowed us to continue to grow and create value for the Company and for all Stakeholders.

A solid story to look to the future with confidence. With a 2019 in which Politecnica has achieved important development goals in Italy and abroad, a growing Contract Portfolio that allows us to have a significant visibility for the coming years and a solid financial position, we look to the future with determination and confidence.

Francesca Federzoni
President of Politecnica

The future that will come

A new normality



The widespread city, neighbourhoods on a human scale

From city planning to urban life planning

The health emergency caused by Covid-19 has confronted us with the need to **rethink the spaces** in which we live, living our homes, workplaces and, more generally, our cities in a profoundly different way. In this context, the activity of the designer becomes essential to support the **necessary change towards sustainable models and styles that meet the needs of safety, comfort, access to rights, equality**.

It is necessary, now more than ever, to give life to the so-called “Quarter Hour Cities”, urban areas where neighbourhoods – both new and already existing – become living and vital parts of cities (not dormitory neighbourhoods), available to the communities living there. The neighbourhoods of the future will have to allow citizens to live within an **ecosystem rich in networks of relationships, proximity services as well as** places for outdoor activities and also coworking spaces to integrate the possibility of working at a distance.

In this way, it will be possible to overcome the traditional dichotomy between centre and periphery, opening up the opportunity to invest in the **redevelopment of suburban areas**, so that they find new conditions of vitality.

Buildings to reconcile private life and work needs

Flexibility becomes central to the design. Our way of living and working is changing quickly and with constantly renewed and different needs: **we work from home, in public places, in shared spaces or outdoors, trying to adapt and find a balance between work, personal and social life**. Flexibility is therefore the key concept from which design must start to respond to this new way of “urban living”, proposing modular, integrated and functional solutions.

The concept of “home” evolves to allow a multiplicity of destinations of use: it is no longer just a place to return to after a long day out but a place to stay to live fully, work, spend free time alone or in company. The direction to follow is therefore that of creating **economically sustainable housing units according to criteria of adaptability, re-functionalisation and sharing**, which centralise specific functions and meet the contingent needs of those who live in them. This is also valid for extension within the same residential building, where it becomes increasingly important to **design common, open-air, green spaces that serve as enablers of sociality among residents**.

A historical-architectural heritage to be transformed

The transformation of cities must start from the re-use of existing building stock.



The neighbourhoods of the future must be highly specialised, integrated and served, capable of continuous renewal to adapt to the needs of the inhabitants. Old buildings can be recovered to become co-working and co-housing spaces, reactivating a disused or peripheral urban fabric, convents can become hospitals, churches, schools or workplaces.

Italy is among the countries with the largest architectural and building heritage in the world, a wealth to be protected in order to **pass on the historical and identity values to future generations**. But it is a heritage that is often in disuse and must be returned to the community. We have all the technical and cultural skills to safeguard an extraordinary heritage and transform it, at the same time, to respond to contemporary needs and satisfy new needs without necessarily having to consume new land.

Requalifying what we already have at our disposal is also fundamental because it allows us to reduce the consumption of environmental resources, through **conservative solutions and reuse in a logic of sustainability**, without forgetting that it is often equally important to have the courage to carry out interventions to transform what has lost its identity value and that only through new functions and planning can it become a place of life again.



Between past and future

Infrastructure and sustainable mobility

Digitized, resilient and participatory intermodal transport hubs

Covid-19 has highlighted the need to accelerate the transition to **modern, safe, efficient infrastructure and increasingly sustainable and accessible mobility**. The new mobility will have to combine innovation, scientific research and digitisation to create solutions capable of supporting the industrial and economic growth of countries and improving the quality of life.

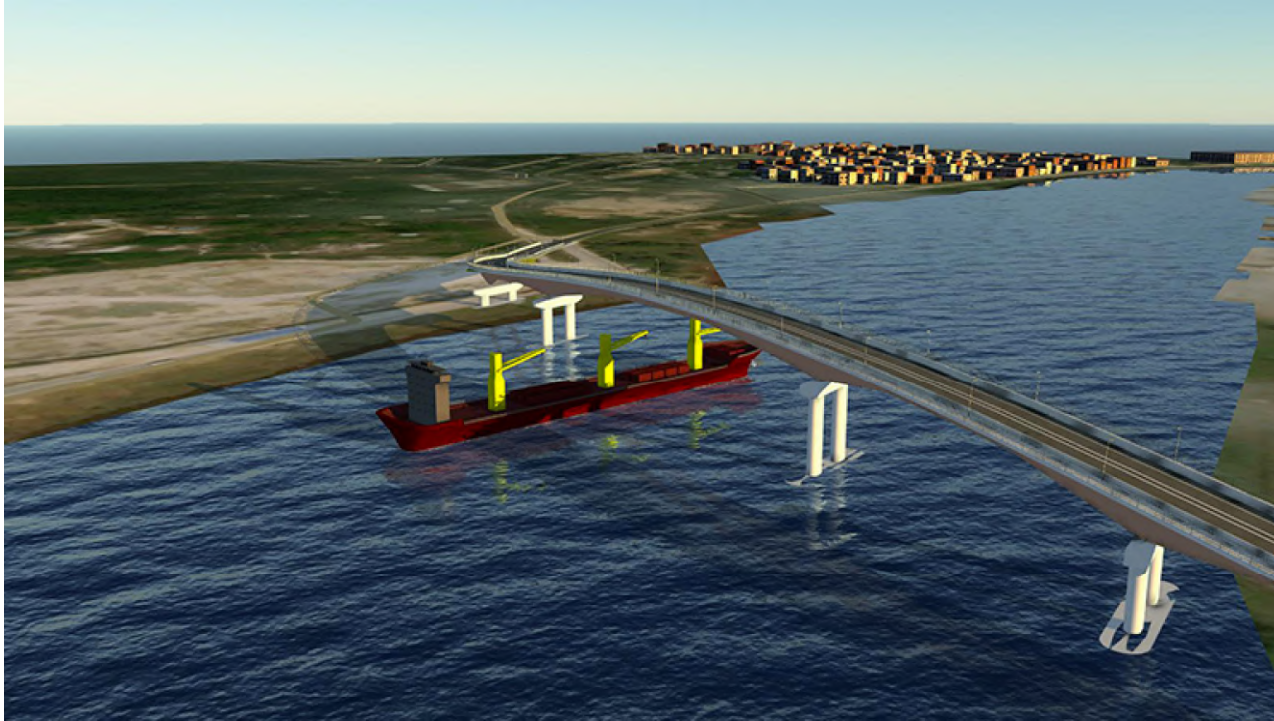
The infrastructures of the future will have to be **interconnected through digital technologies** for better and more efficient route and road planning with the sharing of public data information according to standards of transparency and security.

They will have to be resilient **to adapt to climate change** and high-impact phenomena such as the health emergency we are experiencing. They will have to be designed with the objective of facilitating the **de-carbonisation of mobility**, encouraging public and alternative **mobility**, made with closed-life, renewable, less impermeable and insulating materials.

They should be included in **green and biocompatible corridors** according to a systemic approach and shared spatial planning at national and local level.

Only from the creation of a system organisation is it possible to implement centralised **innovation** strategies for **infrastructure networks**, aimed at greater integration through **intermodal hubs** between existing infrastructure and new modes of transport, such as **micro-mobility in sharing**.

Politecnica has been following this path for several years now in numerous projects around the world: we are among the first design companies in Italy to apply the **Envision® protocol**, the main rating system in the creation of sustainable infrastructures, founded by the Institute For Sustainable Infrastructure of the USA.



Wismar Bridge Project, Guyana

Rethinking the Project

The cultural contribution of our people



New requirements impose new solutions compared to the past

In these months, the People of Politecnica have been experiencing a change that will lead to a normality characterized by different **needs in conceiving physical spaces** and **different functions of use** compared to those to which we are traditionally accustomed.

Our homes have turned into our workplace too, our offices will have to change probably becoming less central. Projects will have to be more functional, we shall have to think of increasingly **flexible spaces and buildings**, of **combined solutions able to suit** to different conditions from those they were originally designed for, when necessary.

We are thus driven to reflect on the project, the **designer will have to go back to his role which is designing the best solutions to meet human needs, i.e. increasingly sustainable and accessible solutions.**



The responsibility of the project

*“As designers we have an **inherent responsibility**: imagining what is not there and must be there, to improve the quality of our lives and the future of the new generations.”*

A new paradigm

*“Shifting **from the design of cities to the design of urban life**, this is probably the most important challenge we face in rethinking our work and the impact that a project will have on society”*



Flexibility to reconcile work and other-than-work

*“People need to be able to **reconcile work with “other-than-work”**: to do this, much more flexible and adaptable places to live in than the existing ones shall be designed. The first example being the very **concept of home, to evolve in line with the new types of space-time organization**: home is where we can live fully, where we work, where personal and social lives merge. This must be reflected in the design of modular, flexible and multi-purpose environments”*

Accessible and inclusive design

*“Design must promote **new sustainable lifestyles** through facilities providing essential, inclusive and safe services to be **generally accessible** and able to progressively improve everybody’s quality of life, with no exception”*



Sustainable mobility

*“The transition to **sustainable mobility** remains central, but the challenge will be to make it safe for everyone. In order to promote **pedestrian and cycle paths** network, the construction of infrastructure and roads will have to be accelerated, thus making mobility increasingly sustainable”*

Green spaces for socializing

*“When designing the cities of the future, **nature shall be given a new role**, no longer just an aesthetic element, or an environmental feature, but a real **promoter of social cohesion**: urban gardens, shared greenhouses and green courtyards can become spaces with an important function in fostering socialization”*



Highlights 2019

Politecnica's projects and initiatives towards the objectives of the Global Agenda



We design facilities that ensure access to essential quality health care services

12

12 hospital facilities designed in Italy and around the world over the last 4 years for the well-being of the patient, with comfortable, functional environments and excellent technology to ensure quality healthcare.

GOALS PROJECTS

Zealand University Hospital, Køge Denmark

Galliera Hospital, Genoa



The functional and architectural features of a project are the key to the success of educational activities.

12

12 buildings for teaching and education designed in the last 4 years.

Our engineers and architects take students' needs, disabilities, gender equality needs into account to design learning environments that are safe, non-violent and inclusive.

GOALS PROJECTS

Polytechnic of Milan Bovisa-La Masa Campus

Health Campus, University of Pavia



“Designing with humanity” means putting at the centre the needs of the community in which the project is developed.

43% of our people are women. All our projects will be enjoyed by both men and women. We believe that having different points of view, shared, united as a common factor, is a unique value in planning to provide answers to the needs of the whole human race.

43%

GOALS PROJECTS

Film initiative “Women in Venezuelan chaos”

Protocol for the prevention of harassment at workplace, Politecnica with FILCAMS/CGIL Union

Participation in the initiative “Bargaining against discrimination, harassment, violence. All together against!”



Less energy, less emissions: designing works for a sustainable future

8

8 energy certified /under certification projects by international bodies among the projects carried out in the last 5 years. Designing for a sustainable future means thinking about the future, the next generations, the impact that the work will have on the surrounding environment and on people throughout its life cycle.

GOALS PROJECTS

Beverara 21-23 Headquarter, Bologna

Corporate EU Joint Research Centre Restaurant, Ispra



The ultimate goal of an infrastructure is to connect peoples and communities of people

9

9 infrastructures in Italy and in developing countries designed in the last 3 years, where every choice of our designers can have a significant social impact. It is necessary to understand the needs of the works' users and listen to the communities. A value that goes beyond technology.

GOALS PROJECTS
Coastal Highway, Belize
Sun Cycling Path, Italy



Participatory design makes projects functional to the needs of communities and therefore more resilient in the long term.

11

11 associations, citizens, non-profit organizations and socio-cultural bodies with which we interact to implement our projects.

Collaboration with bodies and institutions is essential in order to ensure that the social and human aspect is at the core of all our projects, even before the technical aspect. We do believe that the success of a work is measured, above all, in terms of potential shared benefit for the final users.

GOALS PROJECTS
Austrian Arsenal "Franz Josef I" new Ars District of Verona
Creativity Park, urban regeneration Former AMCM Modena area

Economics Highlights

Sustainability Highlights

18 Mln €

Turnover 2019

32%

(Total acquisitions 8,7 Mln €)

Presence on foreign markets

26 Mln €

(+ 30%)

Projects acquired

+55%

(7 Mln to 11 Mln €)

Projects acquired
through tenders in Italy

+50%

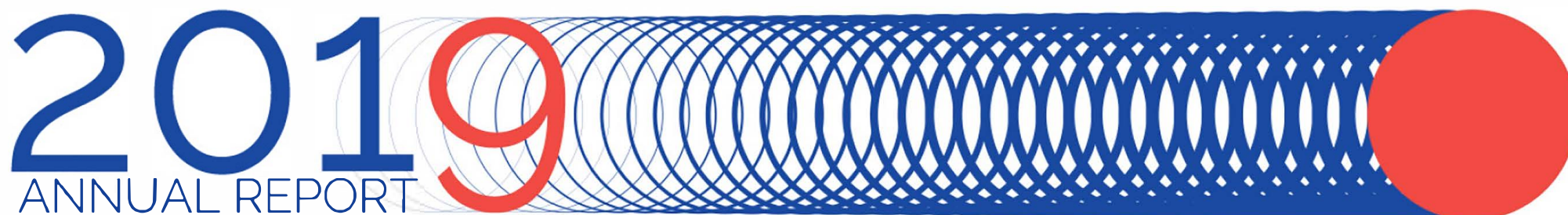
(Total acquisitions 6,8 Mln €)

Projects acquired
private market

+30%

(20 to 26 Mln €)

Order backlog
versus 2018



Economics Highlights

Sustainability Highlights

Consumption

481 t

total quantity of CO2
produced in 2019

3,1 ml

amount of water
used (Megaliters))

6,1 t

amount of paper
used in 2019

Certifications

ISO 2019

New milestone 2019: Extension of the scope of ISO 9001:
use of BIM methods and tools in engineering services

People

CEO

The presidente
and CEO is a woman

2 out of 5

of the Board
members are women

1 su 4

tra i direttori
è donna

43%

of staff
are women

57%

of staff
are men

Training and Technology

2157

hours of training provided in 2019
of which 1,642 dedicated to BIM

4%

of 2019 turnover invested
in new equipment

Our SDGs projects

Thought by, and for, the people

The Global Agenda for Sustainable Development (Agenda 2030), ratified at the UN summit in September 2015 by 193 countries, encompasses the 17 Sustainable Development Goals (SDGs), divided into 169 targets. The SDGs are designed as a continuation of the Millennium Development Goals, already defined in 2000 by the United Nations.

Politecnica wants to contribute to the achievement, in particular, of 6 of these objectives which are centred on the wellbeing of the human community by designing works on a human scale:

SDGs 3 – Good health

SDGs 4 – Quality education

SDGs 5 – Gender equality

SDGs 7 – Renewable energy

SDGs 9 – Innovation and infrastructure

SDGs 11 – Sustainable Cities and
Communities

SDGs3 – Good wealth and well-being

We carry out works that can guarantee access to essential quality health care services thanks to our experience in complex institutional building projects.

Ensuring health and well-being for all and for all ages.

Our designers create comfortable health care and hospital facilities for those who will use them. They are public works at the **service of citizens and communities**, designed to offer the best possible environments for patients being, at the same time, functional to allow operators to carry out their activities in the best possible way.



Biomedical sciences for a better future

Zealand University Hospital, Køge Danmark

The **design of excellence health services, oriented at medical scientific discoveries**, will allow to have a university hub of biomedical sciences featuring high technology, 789 beds over 185 thousand square meters.

A **project “participated and shared”** with all Stakeholders to adopt stable and lasting solutions for the community.

DGNB Silver certification guarantees economic, environmental, social and technical/operational sustainability.

[Discover the project](#)

Green health care on a “face-to-face” basis

Galliera Hospital, Genoa

A 5,500 sqm roof garden integrated into the structure for a **“people-friendly”** project that contributes to the improvement of patients’ conditions.

Designed to be certified **“Green” and “Lean” hospital** energy efficient, will have innovative systems of rationalization in the use of energy and a low environmental impact.

A new hospital designed entirely in **BIM integrated environment** with processes focused on people’s well-being.

[Discover the project](#)



SDGs4 – Quality education

We design structures that have all the functional and architectural features to facilitate teaching in an open and inclusive way.

Providing quality, fair and inclusive education and learning opportunities for all.

Access to free, fair and quality education is first and foremost a matter of design, which Politecnica makes explicit in a concept that is not only technical but based on social values. The design takes into **account the needs of gender equality, disabilities and the interactivity concepts of groups of students** in order to design learning environments that are safe, non-violent and inclusive for everyone.



Sinergy between public and provate

Polytechnic of Milan Bovisa-La Masa Campus

BIM technology has facilitated the development of new structures functional to educational activities: new technology centres, laboratories, offices and a new Competence Centre have been built.

The new integrated services into the Polytechnic University of Milan respond to a **new design model**: the Competence Center will in fact host multifunctional areas, technological laboratories and demonstration rooms, where it will be possible to train small and medium enterprises, accompanying them through their natural process towards innovation and transformation.

A project based on the **synergy between public and private**, to provide advanced training and know-how sharing.

Considerable attention has been paid to **energy-environmental aspects** in order to limit energy consumption and polluting emissions, thus guaranteing high-quality environments for work and study.

[Discover the project](#)

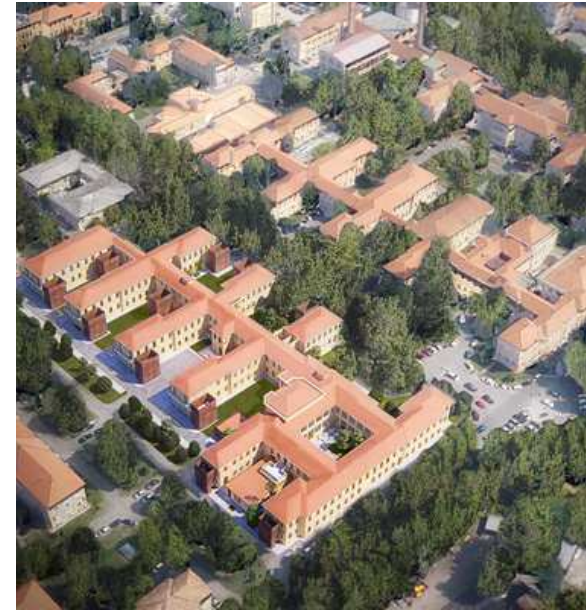
Historic buildings serving education

Health Campus, University of Pavia

Politecnica has combined some of its main expertise in the **restoration of historic buildings** and the design of healthcare facilities for the Medical Clinics Pavilion within the Pavia Health Campus, creating a **synergy between teaching and the medical profession for the benefit of the patient**.

A sustainable work with low environmental impact that, starting from the redevelopment of the historical pavilions, avoids further land consumption.

[Discover the project](#)



SDGs5 – Gender equality

Achieving gender equality and empowering all women and girls

Our women and men design together.

One of our objectives is to **design public and private environments in which the principle of Gender Equality is respected, where the values of social and economic inclusiveness are promoted**. Gender equality is not only a fundamental human right, but a necessary condition for a prosperous, sustainable and peaceful world. For this very reason, we promote the representation of women in our decision-making and management processes, speaking out their voices in our industry and beyond it. We design together for a better impact on society.



Cinema for gender equality

Film initiative "Women in Venezuelan Chaos"

We promoted and supported the film **"Women in Venezuelan Chaos"** by director Margarita Cadenas. A film of female reporting, outlined through the eyes of five women.

The female point of view adds a diversity of looks and further depth to our projects.

Our commitment is to gender equality towards full and effective **female participation and equal leadership opportunities at all levels of decision-making** in politics, business and public life

[Discover the project](#)

Specific protocols for the empowerment of women

Protocol for the prevention of harassment at work Politecnica with FILCAMS/CGIL

We adhered to the protocol against harassment and violence in the workplace and organized a meeting with the association Gruppo Donne e Giustizia.

The aim was to **inform and train all Politecnica staff through an audit** that

allowed us to take a snapshot of the internal environment and create a context to help preventing and reporting any discomfort.

[Discover the project](#)



SDGs7 – Affordable and clean energy

Ensuring access to affordable, reliable, sustainable and modern energy systems for all

Intelligent energy for a balanced planet.

In the near future, we will be talking about a new balance between energy sources: natural gas, renewable sources and energy efficiency. Politecnica adopts the best technologies and design solutions that allow access to very efficient energy services in this transition between the mix of sources. For us, it is a **constant working method, an integrated approach, to search for design solutions that allow access to affordable, reliable and modern energy services**. Designing for a sustainable future means thinking about the future and the next generations, about the impact that the work will have on the surrounding environment and on people throughout its life cycle.



Maximum control of energy consumptions

Beverara 21-23 Headquarter, Bologna

This building, the headquarters of a major company specialising in credit and business information systems, has a **low environmental impact** and has been designed to achieve **maximum control of overall energy consumption**. This has been possible thanks to the integration of different elements: orientation of the building, green areas, photovoltaic energy and overall functionality. Politecnica has already activated the procedure to achieve **LEED® Platinum Certification**, the highest possible level of energy certification.

[Discover the project](#)

Towards the highest standards of environmental performance

Corporate EU Joint Research Centre Restaurant in Ispra

Thanks to targeted architectural criteria and respect for the environment, the new Ispra project aims to assure the ecological value of the entire site where it will be built and to minimize the footprint of the building, in line with the provisions of the **BREEAM protocol** on the sustainability of buildings.

The protocol makes it possible to measure the degree of sustainability of the

building and the design, construction and management processes in relation to international standards. We have adopted the best design solutions to meet the principles and requirements defined by the protocol through an integrated approach for the design, construction and management of all factors that affect the environmental, social and economic impact of the building.

[Discover the project](#)

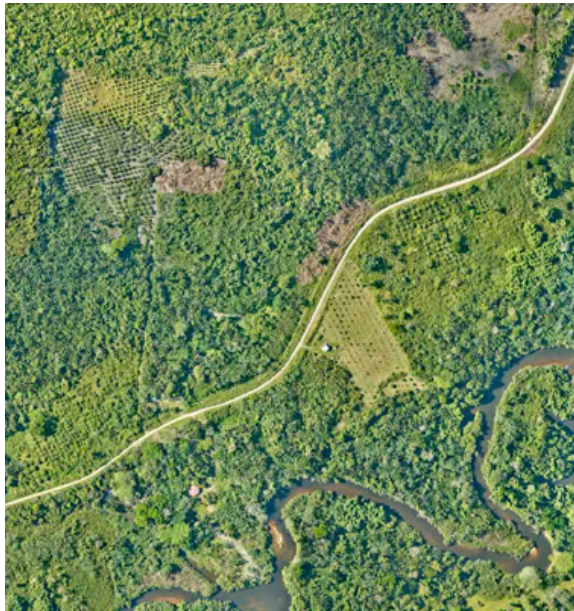


SDGs9 – Industry innovation and infrastructure

Building resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialization

Infrastructure connects communities.

The development of infrastructure networks creates positive effects for the growth of a country and for local economic activities, but it is important to research on its modalities of impacting the territory. For this reason, we design roads, highways, bridges and communication routes by listening to the needs of local populations, through what we call “shared and participated design”. Especially in developing countries, we work closely with local professionals and workers, contributing to internal technological development, research and innovation.



Infrastructure for territorial development: listening to communities

Coastal Highway, Belize

A fundamental link within the country's road system, upgraded to **ensure the country's accessibility to trade and tourism**, facilitating the implementation of other upgrading works.

The population of Belize will now be able to use this new high- capacity roadway to **travel and to perform economic and social exchanges**.

We have given great attention to the environmental and social impact, by listening to local needs, involving the people in the area affected by the project in periodic meetings, thus collecting requests and implementing a **system of public consultations with all stakeholders**. In this way, we were able to understand their needs and design an infrastructure that is not only environmentally sustainable, but also – and above all – socially sustainable.

[Discover the project](#)

A sustainable journey to experience nature

Sun Cycle Path, Italy

A 650 km long nature trail through 4 regions: Piemonte, Veneto, Emilia-Romagna and Tuscany.

A **“sustainable connection”** that will allow you to explore the nature of the places and some of Italy’s major historical and art cities. The project is **designed to enhance the eco-sustainable tourist accommodation** dedicated to cycling and the historical- arts heritage.

This is the **Ciclovia del Sole**, the Italian section of Eurovelo 7, the cycle path connecting Malta to Cape North, one of the 4 cycle routes of the National **Cycle Route** System.

[Discover the project](#)



SDGs11 – Sustainable cities and community

Making cities and human settlements inclusive, safe, durable and sustainable

Participatory design makes the works sustainable in the long term.

In all our interventions, **the social and human aspect is at the core of the project**, even more than the technical topic, because we believe that the success of a work is measured, above all, in terms of benefit for final users. This is why we start by sharing the project with local populations, institutions and associations, especially when the works are designed to assure access to public services and the use of urban infrastructures to citizens.



Ars district renewed for a new sociality

Austrian Arsenal "Franz Josef I" new Ars District of Verona

A new international **"Ars District"** obtained through the recovery and enhancement of ancient places, returned to the community and future generations.

We performed the conservative restoration of the roofs and upgraded to safety standards the Austrian Arsenal in Verona which, once renovated, will become a meeting place for locals and tourists and will host a Student & Management Hotel, the Academy of Fine Arts as well as an urban market, besides exhibition and meeting spaces.

[Discover the project](#)

RRegenerate urban areas and return them to the community

Creativity Park, urban regeneration Area ex AMCM Modena

An urban regeneration intervention to renew and give back to the city of Modena and its inhabitants a site of strategic importance for its future development.

The aim is to reconnect the area with the urban fabric of a currently disused area, conceiving new forms of use and new functions to be selected.

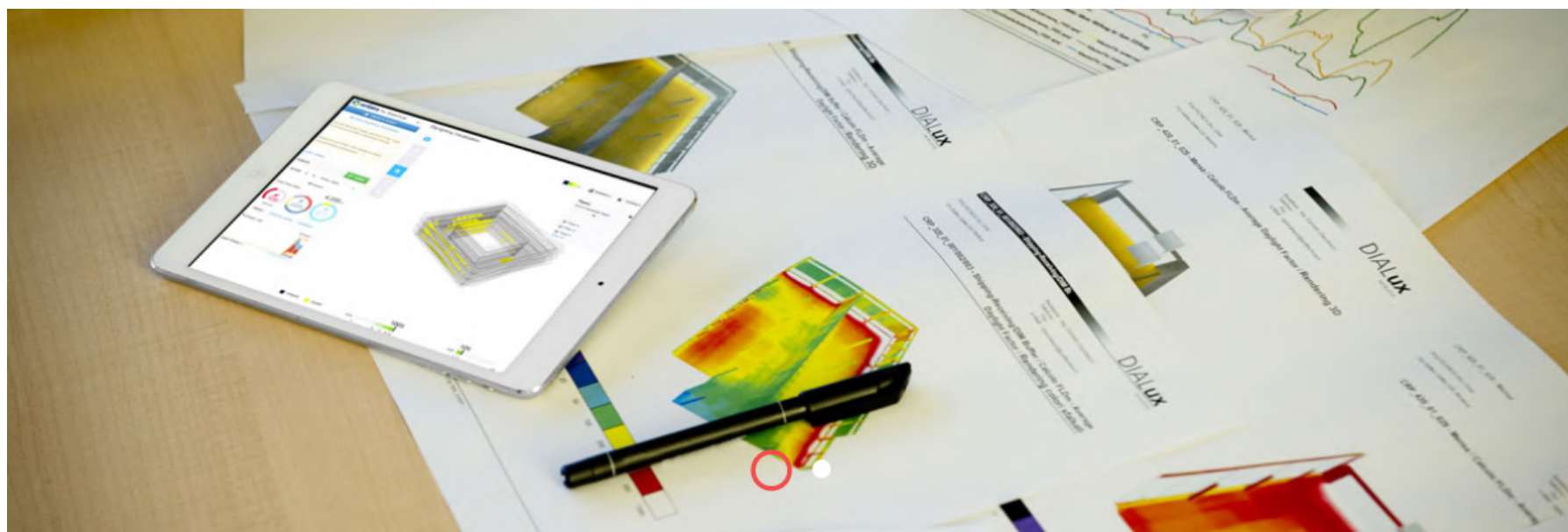
A project for the benefit of the community.

[Discover the project](#)



Our 2019

Solid results allow to look to the future with confidence



Politecnica's growth and development continues in 2019

The solid results of 2019 consolidate Politecnica's growth and development path and provide important reliability for 2020 and the coming years: a turnover of over **18 million euros**, which confirms the objectives of the 2018-2020 industrial plan and a Contract Portfolio of over 40 million euros, 26% greater than 2018.

In particular, activities abroad are featuring more than the **32%** of our turnover, with important infrastructure projects in the North European market, in Denmark and in the Caribbean area in Belize, which testifies the Company's ability to compete in international markets and the domestic bidding market, which records an increase of **55%** on the previous year, and a **+50%** only in the private sector

In 2020 the Company confirms its strategic objectives **of consolidating its presence abroad** as well as the further strengthening of its presence in the infrastructure sector, in the hospital sector and in the market of large private clients. In this context, the Milan office is increasingly strategic. The evidence of such vision is the Politecnica's investment in the **expansion of this Office**, in continuity with the work of presence in the Milan area begun in previous years and intensified during 2019.

Significant attention was given to investments in technology, equal to **3.7%** of turnover (almost 700,000 euros): specifically, investments in new hardware and software tools, network infrastructure – which have encouraged agile work following the health emergency – and training, particularly in the **BIM (Building Information Modelling) sector**. Investment was made in training hours for the implementation of new software, with a view to constantly improving professional skills.

The 2019 of Politecnica

40

Associates

+18 Mln

Turnover 2019

Economic and asset size

2019

2018

2017

18.2 Mln €

Revenues

12.7 Mln €

Operating costs

5 Mln €

Wages and benefits

154.000 €

Government
payments

256.000 €

Remaining
economic value

Main asset topics

2019

2018

2017

1.627.702 €

Share capital

3.612.269 €

Reserves/earnings

5.239.971 €

Shareholders' equity

Financials and global vision

18 Mln €

Turnover 2019

32%

(Total acquisitions 8,7 Mln €)

Presence on foreign markets

26 Mln €

(+ 30%)

Projects acquired 2019

+55%

(from 7 Mln to 11 Mln €)

Projects acquired through tenders in Italy

+50%

(Total acquisitions 6,8 Mln €)

Projects acquired private market

+30%

(from 29 to 26 Mln €)

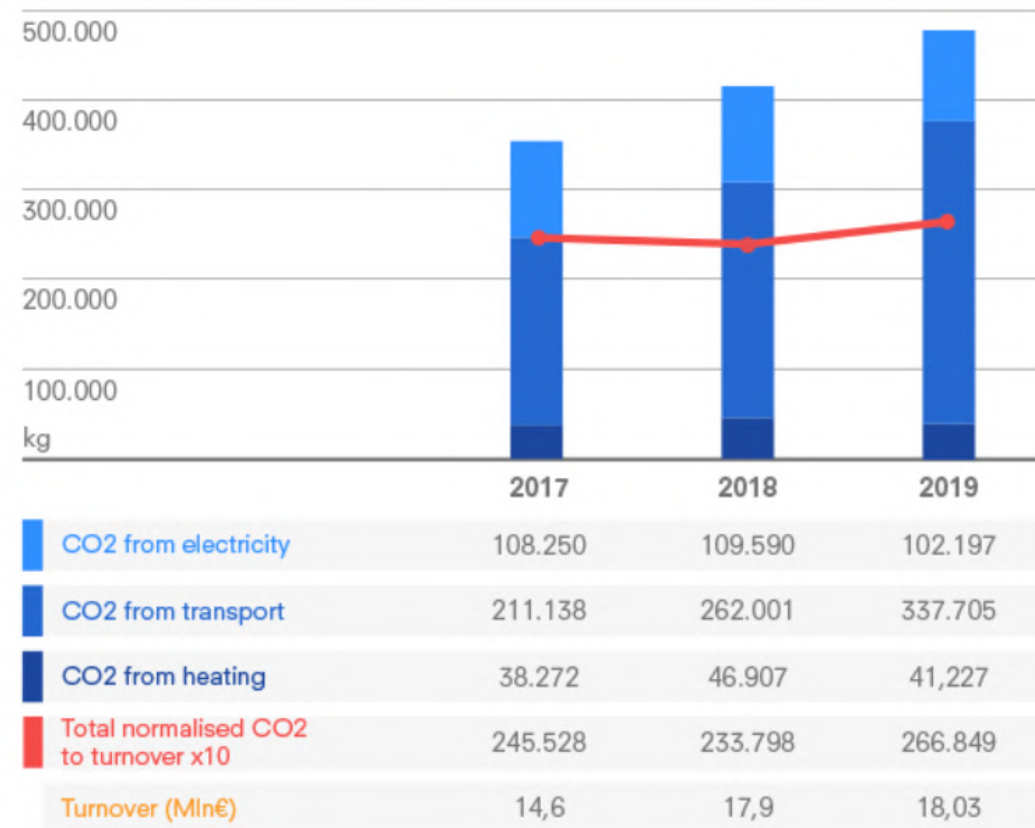
Order backlog compared to 2018

Sustainable future

Direct and indirect impacts

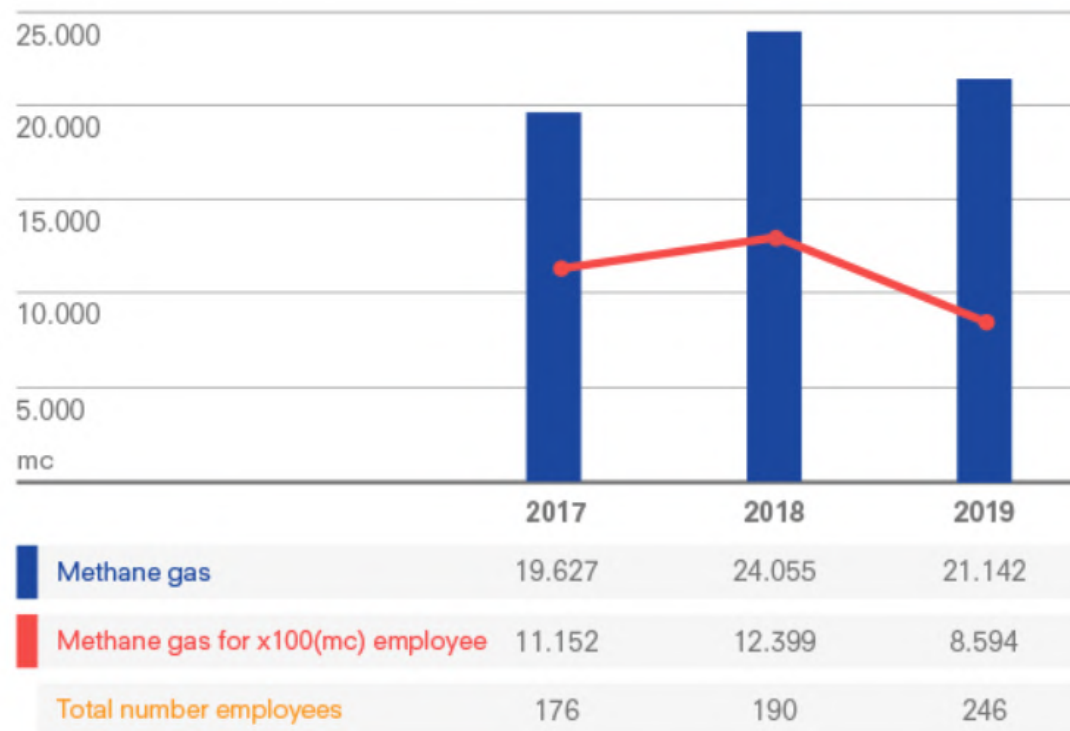
Direct impacts: consumptions

Total CO2 produced



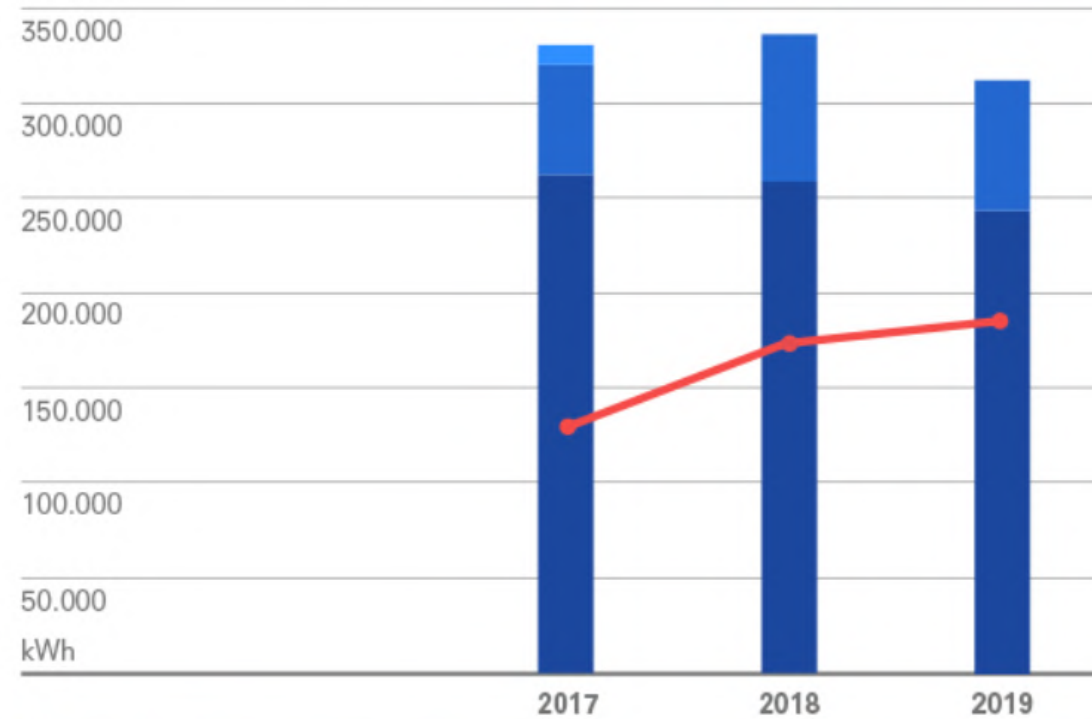
Direct impacts: consumptions

Methane gas for office heating



Direct impacts: consumptions

Power



Power/year for: lift and stairs light and air conditioning	11.747	0	0
Power/year: air conditioning	67.472	84.041	65.837
FM power/year: lighting and primary air	252.835	252.125	247.650
Total power/employee x100 (kWh)	188.667	173.281	127.434
Total number employees	176	194	246

Direct impacts: consumptions

Tons of CO2 equivalent
and GWP (heat pumps)

Modena 2019

174 t CO2 equivalent (GWP 2088)

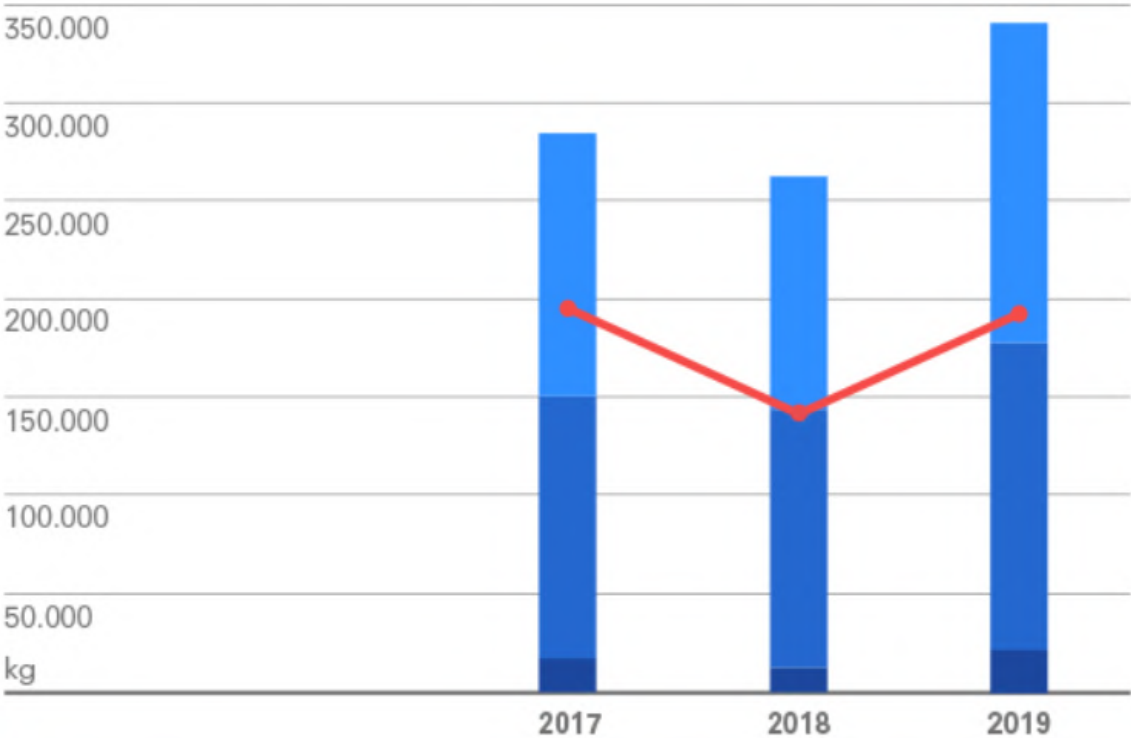
Firenze 2019

9 t CO2 equivalent (GWP 2088)

27 t CO2 equivalent (GWP 1744)

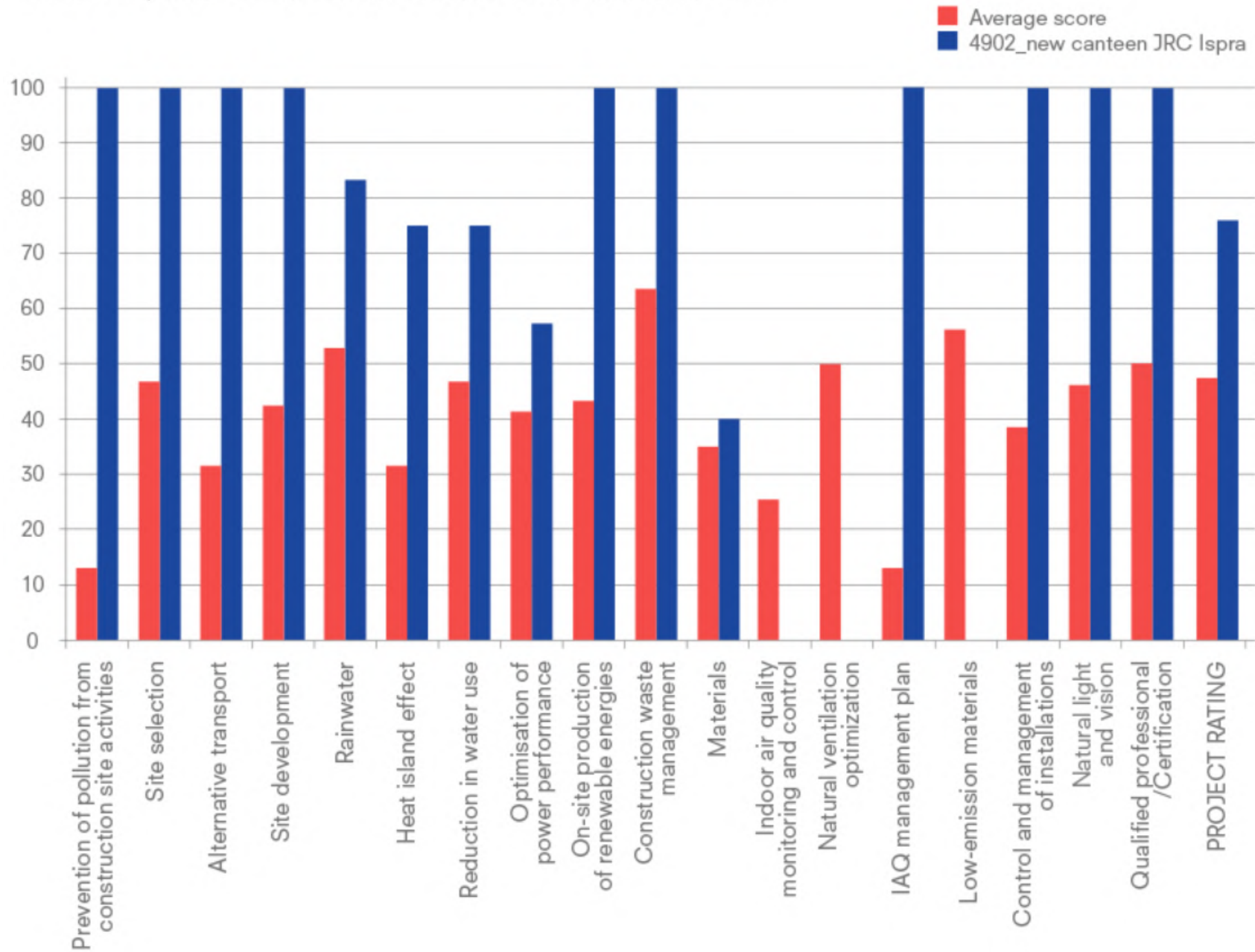
Direct impacts: consumptions

CO2 from transport means



Airplane	136.041	116.965	157.582
Car	132.915	128.958	160.408
Train	15.860	16.078	19.716
Total turnover normalized x10	193.621	141.622	187.302

Indirect impacts: environmental assessment sheet scores 2019



Indirect impacts: summary of energy performance (Progetti 2017-2019)

			Useful surface energy (smq)	Gross redemption volume	Epgl,tot	Epgl,lim	Reduction
2017	4742	Restoration ex Estanco Zirulia University of Sassari	8282,91	36387,25	128,2	242,21	47%
2017	4732	"Antica Scuola dei Battuti" health care residence	1571,77	6679,25	159,35	342,12	53%
2017	4790	University of Verona Educational Laboratories	19037,99	76,5	130,18		41%
2017	4670	Works Supervision Zooprophyllactic Institute of Verona	7478	10,3	16,3		37%
2017	4641	Extension of Varignana Resort & SPA	16673,7	16673,7	38,31	63,75	40%
2017		Average percentage reduction					43,69%
2017		Percentage reduction weighted by heated volume					44,00%
2018	4846	Guidotti Gymnasium	4822,06	12706,4	119,51	180,42	34%
2018	4860	Colombara	1062,83	1849,1	191,40	241,41	21%
2018	4860	Rio Rosso	862,09	1235,03	104,65	124,57	16%
2018	4883	ex Alghero Cotton factory	8474,16	16069,5	237,94	283,78	16%
2018	4850	Würth	11737,68	52838,18	102,16	114,1	10%
2018		Average percent reduction					19,42%
2018		Heated Volume-Weighted percent reduction					15,34%
2019	4831	Rems CSP Stellini - Nogara VR	34939,28	16103,98	309,4	455,15	32%
2019	4883	Former cotton mills ex tra.l.te	1062,83	1849,1	191,40	241,41	19%
2019	4920	Arborea book center	862,09	1235,03	104,65	124,57	35%
2019	4925	Museum ex Piva furnace	8474,16	16069,5	237,94	283,78	50%
2019	4946	Real estate redevelopment via Tortona 31 Milan	11737,68	52838,18	102,16	114,1	51%
2019		Average percentage reduction					37,42%
2019		Percentage reduction weighted by heated volume					23,92%

Road to 2030

Our commitment to the Global Agenda



We have chosen to contribute to the achievement of the objectives of the **UN Agenda 2030** and outlined a roadmap of concrete initiatives to pursue **sustainable development**, drawing inspiration from all those issues that have a direct impact on people's well-being and social development.

Our path towards 2030 continues and becomes a greater priority to face the challenges resulting from the **Covid-19** pandemic, in a scenario of discontinuity that sees us committed to consolidating our tangible contribution, guided by the values of responsibility and solidarity that distinguish us.



Politecnica is a woman

We are committed to increasing the value of women's role in internal positions and functions, promoting their representation also within our sector.

Our goal is to achieve full numerical parity of our People by 2030, 50% split between women and men.

In 2019, 43% of our people are women, compared to 37% in the previous year, with full equality of remuneration.

A specific area of commitment is the **reconciliation of women's family life with work and professional life**, which we facilitate by adopting a supplementary company agreement that provides for flexible entry and exit times, smart working and agile work for 20% of the work time. Politecnica has also accepted all the requests for part-time work from its members and employees.

In 2019 we also launched a **training programme** for our People, together with the competent trade Union "CGIL" and the association Gruppo Donne e Giustizia for "Women and Justice", on the **protocol against harassment and violence in the workplace**, which was incorporated into the company's supplementary agreement in 2018. We have adopted **whistleblowing** as harassment or violence reporting system in the workplace.

Exchange of expertise in developing countries

Through our projects abroad we contribute to the development of key professional roles in developing countries, by continuously transferring technical and technological skills to our local Partners and Clients.

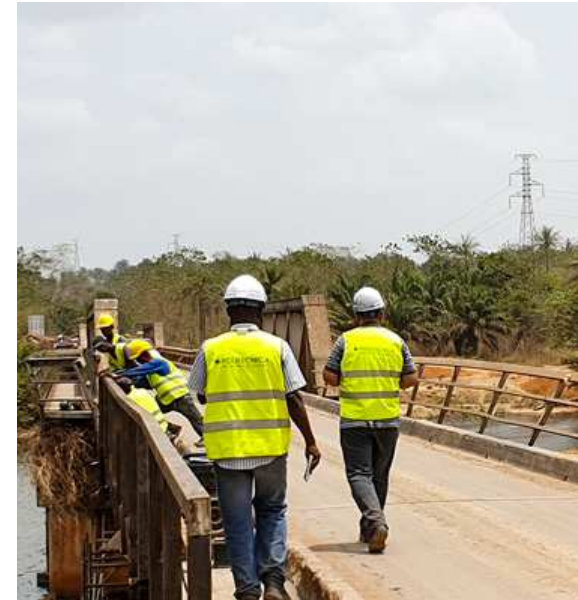
On our path towards 2030 we aim to implement initiatives to **share know-how and technical expertise** with partners and customers of all projects in which we are involved worldwide, particularly in **developing countries**, bringing best practices and contributing to the development of professional knowledge through training sessions, exchange of expertise between designers and on-site training modules.

We provide knowledge transfer sections on the most innovative design topics.

As part of our professional activities, we propose specific initiatives aimed at sharing and transferring our know-how; closely cooperating with local professionals and workers, we contribute to technological development as well as to research and innovation in their countries.

In our projects in Belize and Guyana we have given the client the opportunity to participate in the **field surveys** we carried out in order to carry out an **“interactive” knowledge transfer** with road conditions survey sessions, topographic – geotechnical and road safety surveys.

In 2019, moreover, we organized 9 days of training to the engineers of the Ministry of Public Works of Belize on the use of a specific software for 3D design; in Guyana we are defining a program with the Ministry of Infrastructure, based on online training sessions.



The future is in the hands of young people

One of the strengths of our **intergenerational** firm is represented by the continuous inclusion of young professionals among our People.

We attach considerable attention to the development of the profession, being aware of its potential impact on the territory and the Italian professional scene.



We constantly collaborate with various vocational training schools, technical institutes and universities to contribute to the development of young people's skills and experiences.

Ilaborated with the Universities of Florence, Genoa, Molise, Naples, Padua, ~~En~~rma, Perugia, Pisa, Milan, Reggio Emilia, Bologna and Modena to implement 17 procedures, curricular and extra-curricular paths (postgraduate internships), 14 of which have actually turned into the working collaboration between Politecnica and the newly graduated/students.

By 2030 we intend to create the **"Politecnica Academy"** to promote initiatives for:

- a) Contribute to the training of young resources in vocational school;
 - b) Develop vocational training through internships and direct experience on the international projects in which the company is involved;
 - c) Start collaborating with a leading Italian university to support the development of a PhD in BIM technology.
-

The values of Politecnica

B U I L D I N G F O R H U M A N S

Politecnica is a society founded on respect for people and the planet, values that have guided us since we established, acquiring renewed sense in today's world. Our engineers, architects and technicians share a vision of design at the service of man, where design challenges face the needs of communities with the aim of creating works that contribute to improving the quality of life.



Social responsibility

As a cooperative society, our founding values are primarily social responsibility and solidarity. People have always been at the heart of our work and all our projects: we are responsible and in solidarity with our customers, with the people and communities who will be using our work, with the territories we operate in, as well as the planet with its precious resources.

Sustainability

People designing for people. We intend sustainability primarily as taking responsibility for designing structures and buildings for people's use. Our projects are focused on the ultimate goal of the work, which shall be specifically designed for its use: infrastructures offering exchange and relations opportunities to the communities, or technologically innovative, inclusive and safe buildings for health care and education.





Cooperation

The humanism has always distinguished us, we have been developing it since our establishment between the partners, the associates and the employees, towards our customers and all stakeholders; the sense of the common good that allows us to focus always on people, meaning our staff and those people who will be using the works we design.

Project culture

The culture of the project has been characterizing and distinguishing us from the start: we are engineers, architects and specialized technical experts. This allows us to tackle a project with an integrated vision for the benefit of the final result and the client, who finds in Politecnica a single interlocutor able to manage the complexity of a work.





Independence

A distinctive feature of Politecnica, which makes us the best partner for a client; our independence allowed us to develop projects all over the world and in every field, public and private, in schools and healthcare, industry, services, infrastructure.



Our people at the center

Our Stories



Politecnica is a company made up of people, engineers, architects and technical experts, men and women who create projects for people and share the vision of an integrated design of works respecting the communities:

"Building for Humans". Politecnica's projects are at the service of mankind.

40
Members

150
Collaborators

38
Employees

57%
Men

43%
Women

Training and exchange of expertise

2157
total training
hours

15
average no. of
hours per employee

11
collaborations
with training bodies
and institutions

Welfare initiative

100%
of employees covered
by a supplementary
company agreement

Solidarity
time
bank

20%
of the workable time
in agile work mode

Flexibility
of entry
and exit
times

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