



Polistudium srl
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POLISTUDIUM SRL

Milan, 1 September 2025

To the attention of
Polistudium Srl's Collaborators, Clients, Partners and Stakeholders

Re: Statement of corporate commitment to environmental, social and ethical sustainability

Through this letter, Polistudium Srl wishes to formalise its commitment to a model of sustainable, responsible development focused on continuous improvement, embedding environmental, social and ethical principles into its business activities and relationships with all stakeholders.

We recognise the role that small and medium-sized organisations can play in building a more sustainable future, and we are committed to fostering a corporate culture grounded in accountability, transparency, respect for people and care for the environment.

Specifically, Polistudium Srl commits to:

Environment

- using energy resources efficiently;
- progressively reducing the environmental impact of our operational activities;
- cutting paper consumption and promoting the use of digital tools;
- encouraging responsible waste disposal and recycling practices;
- raising awareness among collaborators and partners on environmental sustainability.

People and working conditions

- maintaining a safe, inclusive workplace that respects the dignity of every individual;
- promoting equal opportunities, recognition of talent and professional development;
- supporting flexible working arrangements that allow for a healthy work-life balance;
- preventing any form of discrimination, harassment or unethical conduct.



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Ethics and governance

- acting with integrity, fairness and transparency in all our dealings;
- protecting the confidentiality of information and safeguarding personal data;
- taking a zero-tolerance approach to corruption, conflicts of interest and any conduct contrary to our corporate principles;
- building responsible relationships with clients, suppliers and collaborators.

Polistudium Srl also recognises the importance of monitoring progress over time through objectives, actions and indicators consistent with the organisation's sustainable growth, following an approach that is gradual and proportionate to our size.

This letter marks a formal first step in strengthening our sustainability management system, in line with the principles set out in international standards and established good practices in corporate responsibility.

Yours sincerely,

Luca Giacomelli
General Director
Polistudium Srl

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