

Intesa Sanpaolo's adoption of the Global Compact Principles

	Global Compact Principles	Intesa Sanpaolo initiatives	Global Reporting Initiative KPI ¹
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> ● The protection and safeguarding of human rights, as stated in the Universal Declaration of 1948, have been integrated into the Group Code of Ethics among the principles of conduct to be adopted in relations with stakeholders. Principles established by international treaties are also recognised. ● A policy is in force that bans central and local departments' involvement in new loans and transactions regarding the import and export of arms and weapon systems, in Italy governed by Law 185/90. ● We support international solidarity initiatives in favour of health protection of populations in developing countries. In particular the Malawi Project and the Global Business Coalition on HIV/AIDS (see pages 45, 164). ● We have begun implementation of the Equator Principles issued by the World Bank IFC, also in countries where we operate through subsidiaries (see page 154). 	Human Rights: HR3, HR4, HR5, HR6, HR7, HR9 Economic Performance: EC5 Labour Practices: LA4, LA6, LA7, LA8, LA9, LA13, LA14 Society: S05 Product Responsibility: PR1, PR8
	2. Businesses should make sure they are not complicit in human rights abuses	<ul style="list-style-type: none"> ● An organisational, management and control model has been finalised (Legislative Decree 231/2001). ● The selection process requires that new suppliers are committed to adopting the principles of the Code of Ethics and to support the protection of human rights (see page 132). 	Human Rights: HR3, HR4, HR5, HR6, HR7, HR9 Society: S05
Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> ● All employees are guaranteed the right to participate actively in activities promoted by Trade Unions for the protection of individual and collective rights, also in countries in which trade union rights are subject to different regulations (see page 112). 	Labour Practices: LA4, LA5 Human Rights: HR3, HR5 Society: S05
	4. Businesses should uphold the elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> ● The Bank respects the law of the countries in which it operates. ● Adopted Group values include the support, protection and safeguarding of human rights as established in the Universal Declaration of 1948 and in principles established by international treaties. ● Respect for diversity and human rights are included in initiatives that aim to reinforce Group identity in the countries in which it operates. ● Active participation has continued in the UN Environmental Programme (UNEP FI) Working Party which studies the impact of financial institutions on human rights. 	Human Rights: HR3, HR7 Society: S05
	5. Businesses should uphold the effective abolition of child labour	<ul style="list-style-type: none"> ● The Bank respects the law of the countries in which it operates. ● The protection and safeguarding of human rights, as stated in the Universal Declaration of 1948, have been integrated into the Group Code of Ethics among the principles of conduct to be adopted in relations with stakeholders. 	Human Rights: HR3, HR6 Society: S05
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> ● Through the Equal Rights principle, included in the Code of Ethics, we are committed to eliminating discrimination from our conduct, and to respect differences of gender, age, race, religion, political beliefs and trade union membership, language and disability. 	Labour Practices: LA2, LA13, LA14 Human Rights: HR3, HR4 Society: S05

¹ See chapter "Attachments" Indicator Table.

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Environment	7. Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> ● An ISO 14001 Environmental Management System certificate is in force for the management of significant environmental aspects and which also envisages constant improvement objectives and specific processes to achieve the objectives (see page 140). ● We have begun implementation of the Equator Principles issued by the World Bank IFC, also in countries where we operate through subsidiaries (see page 154). 	Economic Performance: EC2 Environmental Performance: EN18, EN26, EN30 Society: S05
	8. Businesses should undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> ● We circulate a newsletter to employees on environmental matters and publish reports from expert associations and organisations on the Intranet, to increase awareness of individual conduct in favour of the environment, also in countries with different regulatory standards. ● We actively participate in targeted action and make financial contributions to conferences and public debates to disseminate environmental awareness. In particular, we are involved in the Sustenergy Campaign launched by the European Commission to achieve objectives of the Business Plan on energy efficiency (see page 141). ● Through integrated Mobility Management initiatives we intend to approach employees mobility management in an increasingly sustainable manner, thereby also contributing to the reduction of the environmental impact from transport (see page 146). ● We have continued to purchase hydroelectric power to reduce the use of fossil fuels (see page 143). 	Environmental Performance: EN1, EN2, EN4, EN5, EN6, EN7, EN8, EN16, EN18, EN22, EN24, EN26, EN28, EN29, EN30 Society: S05 Product Responsibility: PR3
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> ● We have contributed to the dissemination of new environmentally friendly technology by developing specific products and services to promote technological innovation in the environmental field, access to financing and incentives for the adoption of energy saving and efficiency solutions. For this purpose we have continued cooperation with institutional partners to encourage the adoption of good conduct practices in this context (see page 152). 	Environmental Performance: EN2, EN5, EN6, EN7, EN18, EN26, EN28, EN30 Society: S05
Anti-Corruption	10. Businesses should work against corruption in all its forms	<ul style="list-style-type: none"> ● The Bank respects the law of the countries in which it operates. ● The organisational, management and control model has been finalised (Legislative Decree 231/2000). ● We have adopted a Group Code of Conduct. ● The Group has adopted a Code of Ethics which, regarding its relations with its stakeholders, declares its position and contribution to the campaign against corruption, support of OECD guidelines and the anti-corruption principles laid down by the United Nations in 2003. ● To the extent of their respective responsibilities, the Audit and Compliance Departments monitor process adequacy and control effectiveness with the aim of preventing crime (see page 42). 	Society: S02, S03, S04, S05

¹ See chapter "Attachments" Indicator Table.