

Sustainability Report

Year 2023



noon
GREEN SOLUTIONS

Made by

esg·view
A CRIF company

Sustainability Report

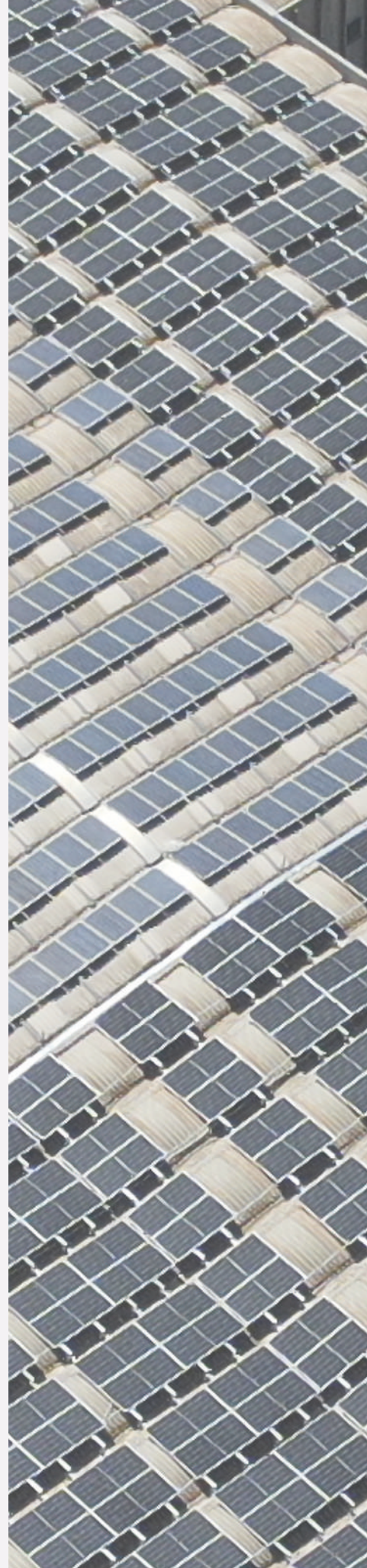
Year 2023





Sustainability Report 2023

Made by





Summary

Organisation profile	p. 5
Corporate Values	p. 7
The services offered by Noon S.r.l.	p. 8
To whom Noon S.r.l.'s offer is addressed	p. 9
Reporting information	p. 11
Stakeholder engagement	p. 14
The SDGs of Noon S.r.l.	p. 17
Environment	p. 19
People	p. 23
Network and Territory	p. 29
Business Model and Innovation	p. 33
Leadership and Governance	p. 37
Action Plan	p. 43
GRI Index	p. 46





Organisation profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Noon S.r.l. is an E.S.Co. certified by ICIM according to the UNI CEI 11352:2014 scheme (Cert. N°9841/0) based in Palermo.

Since 2017, the company has been active in the field of civil and industrial plant engineering, energy efficiency and energy innovation for companies, private individuals and the public administration, with a focus on the renewable energy sector.

It carries out projects as a general contractor in the EPC (Engineering, Procurement, Construction) formula.

The many years of experience and the constant updating of the work team, made up of designers and specialised technicians, allows the company to operate with the utmost professionalism and timeliness and to meet the needs and deadlines of each customer. The company is very attentive to compliance with workplace safety regulations; therefore, all employees are suitably trained and equipped with all the necessary safety devices for working on construction sites.

Noon S.r.l. is mainly specialised in the design and realisation of:

- Civil and industrial electrical installations in general
- Anti-theft and fire safety systems
- CCTV video surveillance systems, telecommunication systems and structured cabling
- Air conditioning systems
- Photovoltaic systems
- Solar thermal systems
- Air conditioning systems

For the realisation of any type of system, it makes use of materials of the best brands on the market and is an authorised service centre for the region of Sicily for well-known companies that produce inverters for photovoltaic systems and recharging stations, air conditioning systems; it is also the dealer of Giulio Barbieri S.r.l. for green solutions such as canopies and photovoltaic pergolas.

Noon S.r.l. boasts a fleet of certified, state-of-the-art vehicles and equipment, and the tools are calibrated and maintained periodically to ensure operability at any job site. Occasionally, specialised vehicles are available through cold chartering to meet the needs of each customer. The company has operating facilities (offices, factories, warehouses, sheds, land, etc.) with a total surface area of 2500 m².



Corporate Values

VISION

Noon S.r.l. does not sell products but offers opportunities for savings, efficiency and innovation. It believes in sustainable technological innovation to offer customers greater competitiveness on the market while respecting the environment.

VALUES

Equality, respect for the environment, fairness, honesty, transparency and respect.

MISSION

Creating value in our environment through experience and ethics.

The services offered by Noon S.r.l.



- Photovoltaics
- Solar Thermal
- Energy Audit
- Air conditioning
- Led lighting
- Electric mobility
- Industrial electrical installations
- Cogeneration

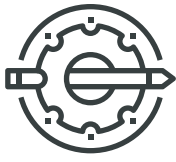
Process



Study and design



Contract signature



Management of procedures



Start of construction site






Testing and delivery

In addition, Noon S.r.l. offers its customers an all-round monitoring and maintenance service. Regular and correct maintenance is the only way to maintain high efficiency of the photovoltaic system.

Regularly checking the correct operation allows you to increase efficiency and maximise savings. To this end, Noon S.r.l. assists the customer in the control and maintenance of plants, through drone thermographic inspections, revamping and production benchmarking.

To whom Noon S.r.l.'s offer is addressed

Noon S.r.l. works with:

-  **PRIVATE**
working on residential photovoltaics and solar thermal, storage systems and turnkey solutions.
-  **COMPANIES**
working on customised photovoltaics and solar thermal, supporting the energy transition by designing and installing high-efficiency renewable energy systems.
-  **PUBLIC ADMINISTRATION**
accompanying municipalities on their path to sustainability, designing energy solutions from renewable sources for lighting and public buildings.

The most emblematic examples of the sectors covered by the professionalism of Noon s.r.l. include agritourism and wine companies, hotels and accommodation facilities, plastics and packaging industries, industrial sawmills, beverage industries, and the nautical and shipbuilding sectors.





“

We believe in the value and potential of running a business that is environmentally sustainable for us, our customers, our supply chain and the area in which we work.

Noon Srl



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company will publish its **environmental and social sustainability** results in a **special report**, starting in 2023 and on an annual basis.

The Sustainability Report was prepared in accordance with the GRI **Sustainability Reporting Standards**, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2021, in association with the **Sustainability Accounting Standards Board (SASB)** for the definition of material topics. This report was audited by the designated auditor CRIF/CRIBIS in accordance with the principles and guidance contained in ISAE3000 (International Standard on Assurance Engagement 3000 - Revised) of the **International Auditing and Assurance Standards Board (IAASB)**.

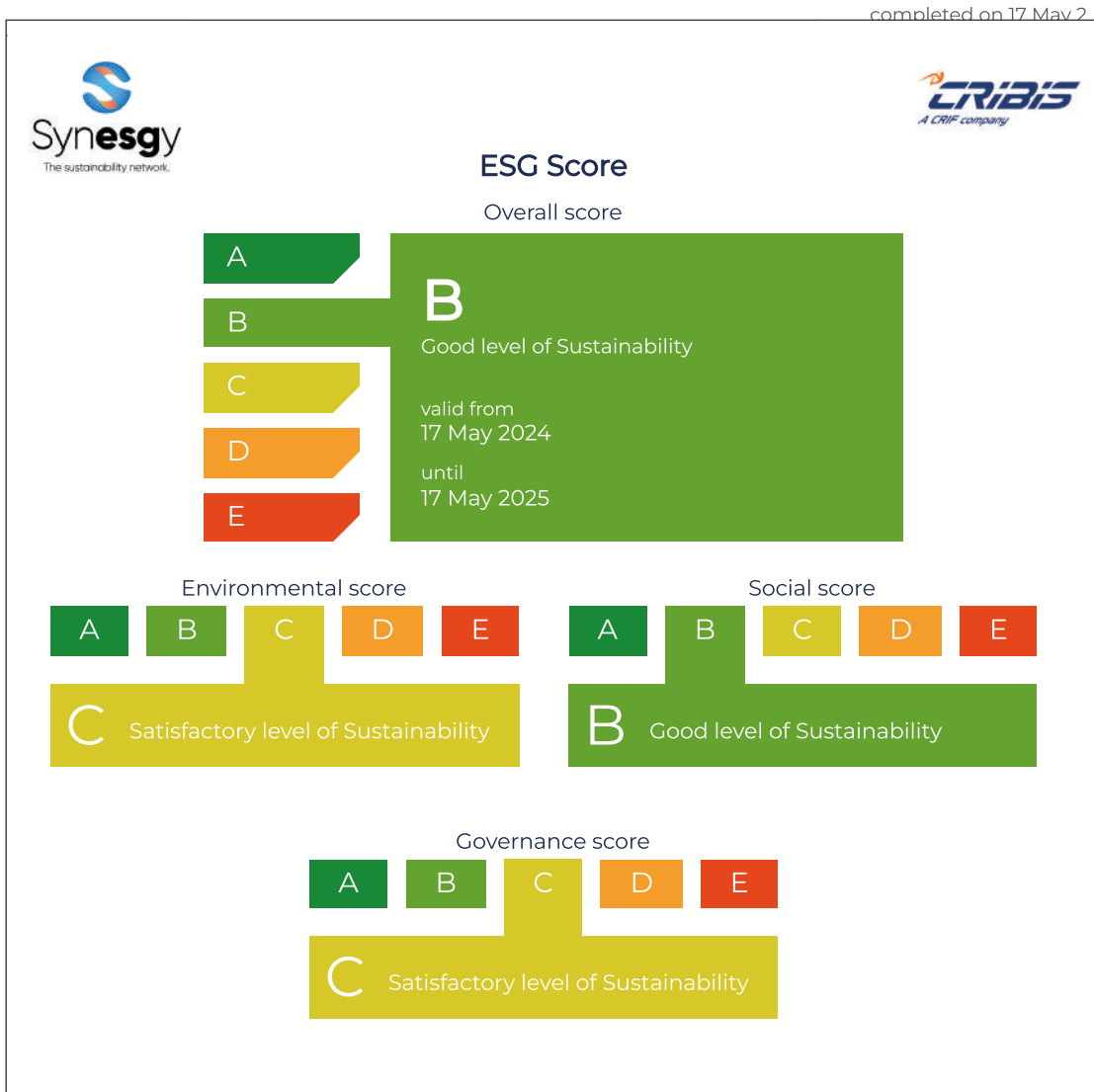
This sustainability report is prepared with reference to the GRIs by ESG-VIEW (www.esg-view.com).

- ✓ GRI Sustainability Reporting Standards
- ✓ Sustainability Accounting Standards Board (SASB)
- ✓ ISAE3000 International Auditing and Assurance Standard Board

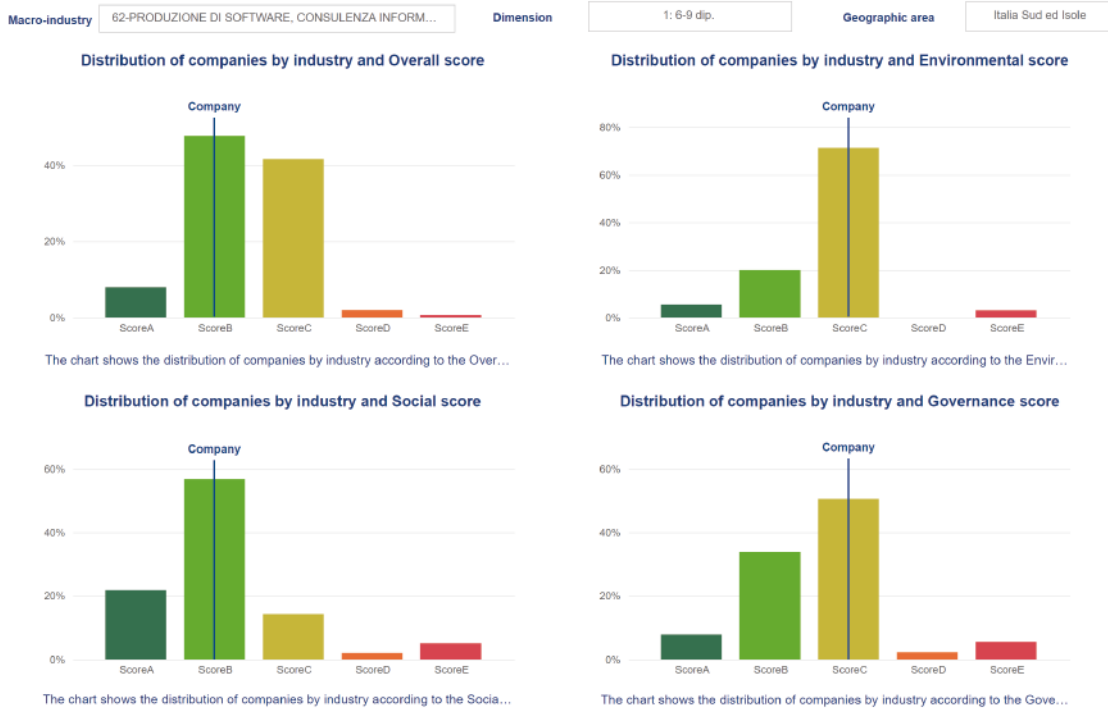
This declaration is published on the website of Noon S.r.l. at <https://www.mynoon.it>.

You can request information at: info@mynoon.it.

The **reporting** was carried out on the basis of the questionnaire administered Noon S.r.l. by Synesgy and visible at the URL www.synesgy.com/it/.



Benchmark Statistics



Why was it important for Noon S.r.l. to complete the Synesgy questionnaire?

- ✓ It enabled the company to start a virtuous circle with its customers, suppliers and all stakeholders
- ✓ It is a questionnaire that can be used in all recognised banking circuits, as it is based on international measurement criteria (GRI-SDGs)
- ✓ You can distribute the questionnaire to your suppliers to track the Supply Chain Score
- ✓ It relies on a platform that allows the validation of data already in the databases by CRIF Ratings
- ✓ It is constantly updated according to evolving reporting regulations
- ✓ Data are shared in real time



Stakeholder Engagement

GRI 2-29

The Goal of Stakeholder Engagement

The objective of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders is particularly important with a view to sharing a common value aimed at improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders that directly or indirectly relate to the company. Thanks to the activity of listening to/confrontation with various stakeholders and local actors, it is possible to create the conditions to guide the company's sustainability strategies, defining objectives in the common interest. Noon S.r.l. has identified the stakeholders and the relative activities, defining the level of involvement in consideration of the functions and instruments of comparison and dialogue. Noon S.r.l.'s system of relations with its stakeholders envisages activities, tools, channels and methods of involvement that take into account the different profiles and needs of the stakeholders and the overall structure of the institutional system.

Stakeholders	Functions involved	Expectations	Activities	Engagement tools	Answer
Company: Investors and partners	Directorates, general affairs, commercial area, communication and Pr	Sharing quality standards, planning services and activities, comparing impacts and results	Several meetings during the year	Assemblies, presentations, communication exchanges, surveys on environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees and trade union representatives	Human Resources	Sharing values, objectives	Meetings and activities, meetings with trade union representatives scheduled	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Trade union agreements
Customers	Commercial area	Greater knowledge of expectations	Meetings and activities scheduled throughout the year	Customer satisfaction surveys, newsletters, meetings and surveys on the subject of environmental sustainability	Presentation of investigation results
Suppliers of goods and services	Purchases	Large demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracts
Institutions	Directions	Compliance with rules and regulations, respect for contracts and regulatory updates	Periodic meetings	Meetings and exchange of communications also in relation to regulations in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but aimed at specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
Local communities and communities	Communication and pr	Creating shared value	Various analysis and comparison activities	Communication and marketing campaigns	Events, open spaces, initiatives open to the public

SDGs: UN Sustainable Development Goals



On **25 September 2015**, the governments of **193 UN member states** signed the **2030 Agenda for Sustainable Development**.

A programme of action approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), framed within a broader programme of action with a total of 169 targets or goals.

The 17 Goals commit governments and nations but also every single company. ESG principles are the declination of what companies must do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relations between employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening offshore subsidiaries for tax avoidance purposes

The SDGs of Noon S.r.l.

The Synesgy questionnaire has allowed Noon S.r.l. to map the materialities and issues in the field of sustainability, thus highlighting the most relevant facts realised in the reporting year in question and providing its stakeholders with an immediate, but above all certified picture - since it responds to internationally recognised parameters - of its activity. The path of awareness undertaken has led to the highlighting of a virtuous path by Noon S.r.l. and witnessed by the concordance of its actions with 7 of the 17 SDGs (Sustainable Development Goals) parameters recognised by the United Nations.



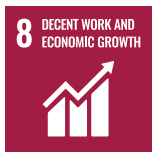
3 - HEALTH AND WELL-BEING

Ensuring health and well-being for all.



7 - CLEAN AND AFFORDABLE ENERGY

Integrate low-impact solutions into your production cycle by using sustainable energy sources.



8 - DECENT WORK AND ECONOMIC GROWTH

Promote full and productive employment, decent working conditions and sustained economic growth.



9 - BUSINESS, INNOVATION AND INFRASTRUCTURE

Resilient infrastructure, sustainable industrialisation and innovation.



11 - SUSTAINABLE CITIES AND COMMUNITIES

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



12 - RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensuring sustainable patterns of production and consumption.



13 - COMBATING CLIMATE CHANGE

Promoting actions, at all levels, to combat climate change.

The tracking of issues thanks to Synesgy and the 26 materialities, which can be traced back to the ESG areas, on the basis of this emergence, started a real path of awareness involving, through several communication channels, all stakeholders.





Environment



Energy

GRI 302-1

Energy consumption for the company, associated with rationalisation, is a fundamental parameter to describe the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalisation of resources, with a view to an ever-improving strategy for its efficiency.

The electricity consumed at the company-owned and leased premises in the last reporting period (e.g. 1 January - 31 December) was 6,107 kWh.



Waste

GRI 306-2

In the context of the GRI Standards, the environmental dimension of sustainability concerns the **impacts of an organisation on living and non-living natural systems**, including soil, air, water and ecosystems. This includes the **issue of waste**, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain. Waste, therefore, can have **significant negative impacts on the environment and human health** if poorly managed.

The company, in its locations, differentiates:

- ✓ paper,
- ✓ plastic,
- ✓ glass,
- ✓ computer equipment.

The total amount of company waste produced in the last reporting year (e.g. 1 January - 31 December) is 1 tonne.







People



Employment

GRI 2-7 • GRI 2-29 • GRI 3-3 • GRI 401 • GRI 402 • GRI 403-1 • GRI 403-9 • GRI 405-1 • GRI 406-1

Fundamental is to understand the **organisation's approach** to employment and job creation, as well as to recruitment, selection and retention of personnel and related practices, including the working conditions it offers.

The **stability of its workforce** from a contractual point of view, linked to internal welfare policies, is a fundamental element for the organisation to **guarantee high productivity performance**. A suitable working environment, which promotes social inclusion and work-life balance for employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves the company's performance and strengthens the organisation's ability to adapt to extraordinary events.

At Noon S.r.l., there is a policy/procedure for regular consultations with key stakeholders/ concerned parties, in particular employees.

In fact, the company measures employee satisfaction with a regular, periodic survey.

The company has adopted and made public on its website policies and procedures on issues of fairness, diversity and inclusion (issues covering discrimination based on gender, race, religion, sex or sexual orientation).

Noon S.r.l. is an equal opportunity employer and is committed to supporting an inclusive culture of collaboration where people can express their visions freely within the context of our values. It believes that a diverse workforce is the key to attracting the best talent and to incentivising and developing outstanding people, regardless of their characteristics. It also believes that supporting diversity opens doors to creativity and business innovation. The EDI policy can be viewed on the Noon S.r.l. website at:

<https://www.mynoon.it/certificazioni-e-riconoscimenti/>

The number of female employees, interns/trainees and self-employed women by professional category:

Managers	-
Employees	3

The number of male employees, interns/trainees and self-employed workers by occupational category:

Managers	3
Employees	2

The percentage of total employees by contract type:

Open-ended	88
Fixed-term	12
Part-time	12

The number of accidents in the last five years was less than 3.

The hours worked during the last reporting period (e.g. 1 January - 31 December) by all employees are 20,000.

The company with a view to corporate welfare:

- ✔ agrees to flexible working hours/smart working;
- ✔ awards productivity bonuses;
- ✔ provides agreements with local entities (fuel vouchers/spending vouchers/discounts).



Training

GRI 2-29 • GRI 205-2 • GRI 308-2 • GRI 403-5 • GRI 403-7 • GRI 404-2 • GRI 412-2 • GRI 414-2

The development and **maintenance of professionalism and competencies** are conditions that enable companies to pursue their **strategic objectives** of creating value for the organisation.

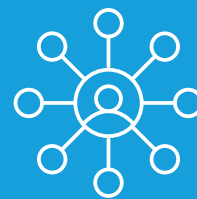
The main topics of the training provided during the last reporting period (e.g. 1 January - 31 December) concerned:

- ✔ the scope of sustainable transformation: what it consists of, opportunities and risks, what it means for a company;
- ✔ the area of privacy (e.g. GDPR);
- ✔ the area of anti-corruption;
- ✔ predominantly environmental content (e.g. combating waste of materials and natural resources, waste management, water resource management, energy use efficiency, etc.);
- ✔ the area of health and safety at work;
- ✔ the correct application of the Code of Ethics.









Network and Territory



Customer relations

GRI 2-29 • GRI 418

When it comes to customer relations, it is of great importance how the company considers the health and safety impacts of its customers, starting with the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and eventual subsequent certification.

The same impact is to be sought in the realisation phases, hence manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an after-sales support phase up to the end-of-life cycle of the product or service. In this logic, the initiatives taken by the organisation to address the issue of security during the entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a Privacy and Data Security policy/procedure.

At Noon S.r.l., there is a policy/procedure for regular consultations with key stakeholders/shareholders, particularly consumers and customers.



Local communities

GRI 2-29

The integration of the company with the local community, through the implementation of interventions that literally open the doors of the production reality to the residents, is certainly a strong and progressively developing point to limit/improve the impacts that the company has on the surrounding territory. It becomes fundamental, in fact, from the point of view of creating shared value, the relationship that the company establishes with the territory in which its headquarters and sphere of operations are located, in order to implement that exchange of expectations, experiences, and suggestions that invariably influence the growth strategies of the company itself and reduce/improve its impact on the community. The relationship that the company establishes with local communities is therefore important, so that the community does not have to be subjected to the company's operations, but becomes a real player with a strong ability to influence operational and development choices.

There is a policy/procedure for regular consultations with key stakeholders/stakeholders, particularly communities impacted by the company's operations.

Infrastructure investments and funded services

GRI 203-1

The economic dimension of sustainability concerns the impacts of an organisation on the economic conditions of its stakeholders. It also concerns the impacts of an organisation on local, national and global economic systems. Economic impact can be defined as a change in the productive potential of the economy, which has an influence on the well-being of a community or stakeholders, as well as on long-term development prospects. When speaking of indirect economic impacts, reference is made to the consequences of financial transactions and the flow of money between an organisation and its stakeholders, and they are particularly important when assessed in relation to the improvement of stakeholder conditions, not only directly related to the company's own activities, but connected to the further impacts these may have.

The investments made by the company respond to national and international sustainable development objectives. Investment, innovation, technology development and the pursuit of quality are fundamental elements of economic strategies, as they create a real multiplier effect that benefits a wide range of stakeholders.

The company makes donations, sponsorships and donations to benefit the community in the area in which it operates.





Business Model and Innovation



Suppliers and procurement practices

GRI 2-29 • GRI 204-1 • GRI 308-1 • GRI 414-1

Within the framework of the organisation's relations with its suppliers, an extremely important chapter concerns their environmental assessment, by which is meant the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess compliant supplier behaviour in terms of social, economic and environmental impacts as these impacts are directly and indirectly reflected on the company's own value chain. Therefore, on the one hand, the organisation is driven to monitor supplier behaviour and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

At Noon S.r.l., there is a policy/procedure for regular consultations with key stakeholders/ shareholders, particularly suppliers.

The company plans an evaluation of suppliers on ESG areas, in particular:

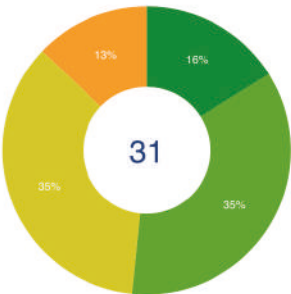
- ✓ on the possession of environmental certifications;
- ✓ on the possession of social (health and safety) certifications;
- ✓ on their geographical proximity.

The attention paid by Noon S.r.l. to its supply chain is so evident that it has led the company to monitor the proper management of its supply chain with regard to ESG issues through the use of the Synesgy platform.

Noon S.r.l. therefore invited the relevant components of its supply chain to self-assess themselves by filling out the Synesgy questionnaire. The sharing of this best practice among the actors involved is a great achievement both for Noon S.r.l. itself, but also, and above all, for the market sector it represents, which will be sensitised and focused more and more on sustainability performance factors.

Below are the results of the self-assessment of the supply chain members who currently filled in the Synesgy questionnaire:

OVERALL SCORE

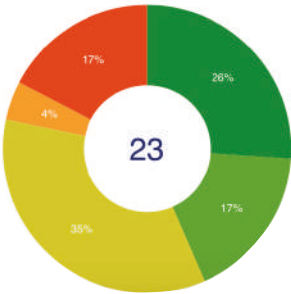


- A - OTTIMO
- B - BUONO
- C - SODDISFACENTE
- D - SUFFICIENTE
- E - BASSO

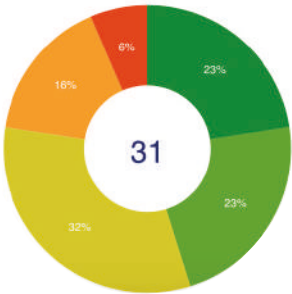
STATO	TOTALE
A - OTTIMO	5
B - BUONO	11
C - SODDISFACENTE	11
D - SUFFICIENTE	4
E - BASSO	0

Dettagli

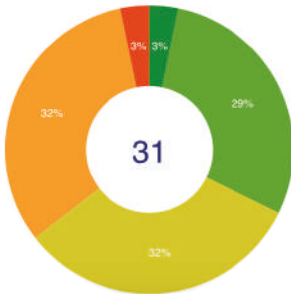
BUSINESS SCORE



ENVIRONMENTAL SCORE



SOCIAL SCORE







Leadership and Governance

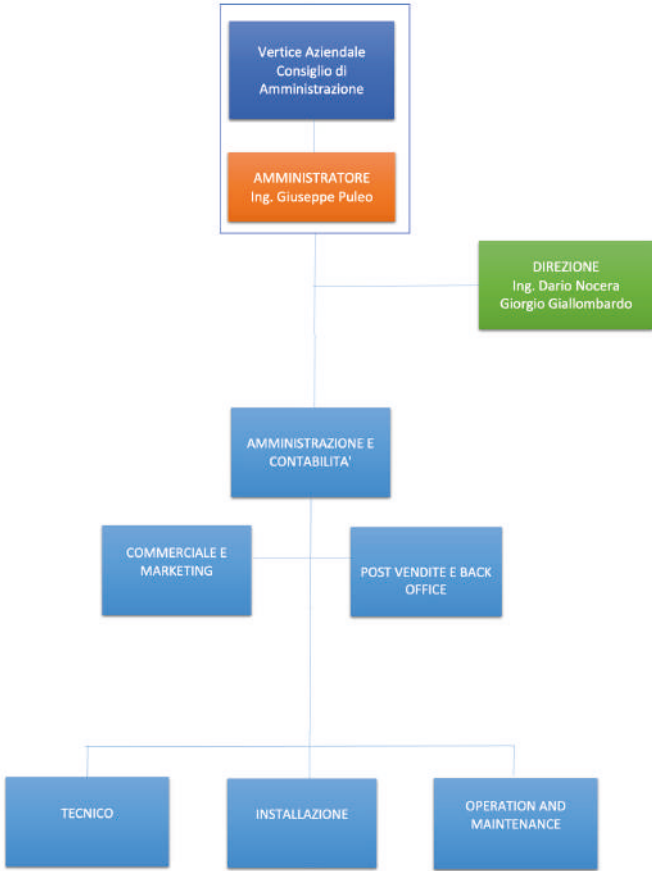


Governance

GRI 201-2

The organisation's **governance structure**, composition, knowledge and roles are important to understand how the management of the organisation's impacts on the economy, the environment and people, including the impact on their human rights, is **integrated into the organisation's strategy and operations**, and how well the company itself is 'equipped' to oversee the management of impacts.

Noon S.r.l. internally has a managerial organisation summarised by the following organisational chart:



Noon S.r.l. belongs to several trade associations such as Sicindustria and Confindustria Alto Adriatico.



The company is insured against physical risks.

Professional Ethics

GRI 2-22 • GRI 2-25 • GRI 2-27 • GRI 201-2 • GRI 419

The organisation's commitments must be aimed at **responsible business conduct**, including a commitment to **respect human rights**. These commitments constitute the company's values, principles and standards of behaviour and the mission embedded within its business objectives.

The human rights enshrined in national and international standards, coupled with the **organisation's** actions **to prevent** or **mitigate potential negative impacts** for each material issue are the grid through which the company's activities must pass, considering political commitment as an integral part of the company's strategy.

It is therefore appropriate for the company to **identify its risk factors** and equip itself with strategic tools to deal with them.

The company revised its strategy to seize the opportunities of the new development mode focused on sustainability: in particular, it implemented an ESG impact assessment process and appointed a dedicated sustainability figure.

The company conducted an analysis of its sustainability impacts and risks, particularly on E and S factors.

On a scale of 1 to 10, the accuracy of this analysis was considered to be 7.

In the year 2023, a self-assessment of ESG criteria was conducted by Noon S.r.l. through the Synesgy platform, resulting in various internal evaluations aimed at identifying the most appropriate actions to be taken to improve these scores.

Regulatory Compliance

GRI 2-16 • GRI 2-26 • GRI 2-27 • GRI 307 • GRI 419

The compliance of an organisation indicates the ability of its governing bodies to ensure that operations comply with certain performance parameters or universally recognised standards. In this context, obtaining certifications attesting to the high degree of compliance of a company's activity, sector or procedure becomes a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability-related issues, thus in the social, environmental and economic spheres.

Noon S.r.l. holds certifications, e.g. ICIM-ESCO certification.

ACCREDIA
ISTITUTO ITALIANO DI ACCREDITAMENTO
PRD N° 004 B

ICIM

Certificazione di Servizio
Service Certification

Certificato N.
Certificate No. **ICIM-11352-009841-01**

Schema di certificazione elaborato secondo l'art. 12 comma 1 del D.Lgs. 4 Luglio 2014, n. 102
Certification scheme developed in accordance with Art. 12 paragraph 1 of the Decree 4 July 2014, no. 102

NOON SRL
VIA A.TELESINO, 51 90135 PALERMO PA IT - Italia

UNITÀ OPERATIVE / OPERATIVE UNITS
VIA A.TELESINO, 51 90135 PALERMO PA IT - Italia

È CONFORME ALLA NORMA / IN COMPLIANCE WITH THE STANDARD
UNI CEI 11352:2014

PER LE SEGUENTI ATTIVITÀ / FOR THE FOLLOWING ACTIVITIES
Erogazione di servizi energetici.
Provision of energy efficiency services.

Il presente certificato è soggetto al rispetto del regolamento per la certificazione delle società di servizi energetici - ESCo
The use and the validity of this certificate shall satisfy the requirements of the rules for the certification of the energy service company - ESCo

Vincenzo Delacqua
Rappresentante Direzione / Management Representative
ICIM S.p.A.

PRIMA EMISSIONE FIRST ISSUE	EMISSIONE CORRENTE CURRENT ISSUE	DATA DI SCADENZA EXPIRING DATE
04/03/2020	04/03/2023	03/03/2026

ICIM S.p.A. - Piazza Don Enrico Mapelli, 75 - 20099 Sesto San Giovanni (MI)
Società soggetta all'attività di direzione e coordinamento di ICIM GROUP Srl

0433CM_00_IT

The company adheres to one or more international initiatives/protocols, frameworks and standards, such as the GRI.

There is a figure within the company who receives negative evidence of possible wrongdoing, violations of law or offences in the course of his or her activities (e.g. Whistleblowing).

The company has adopted a Code of Ethics and a Code of Conduct.

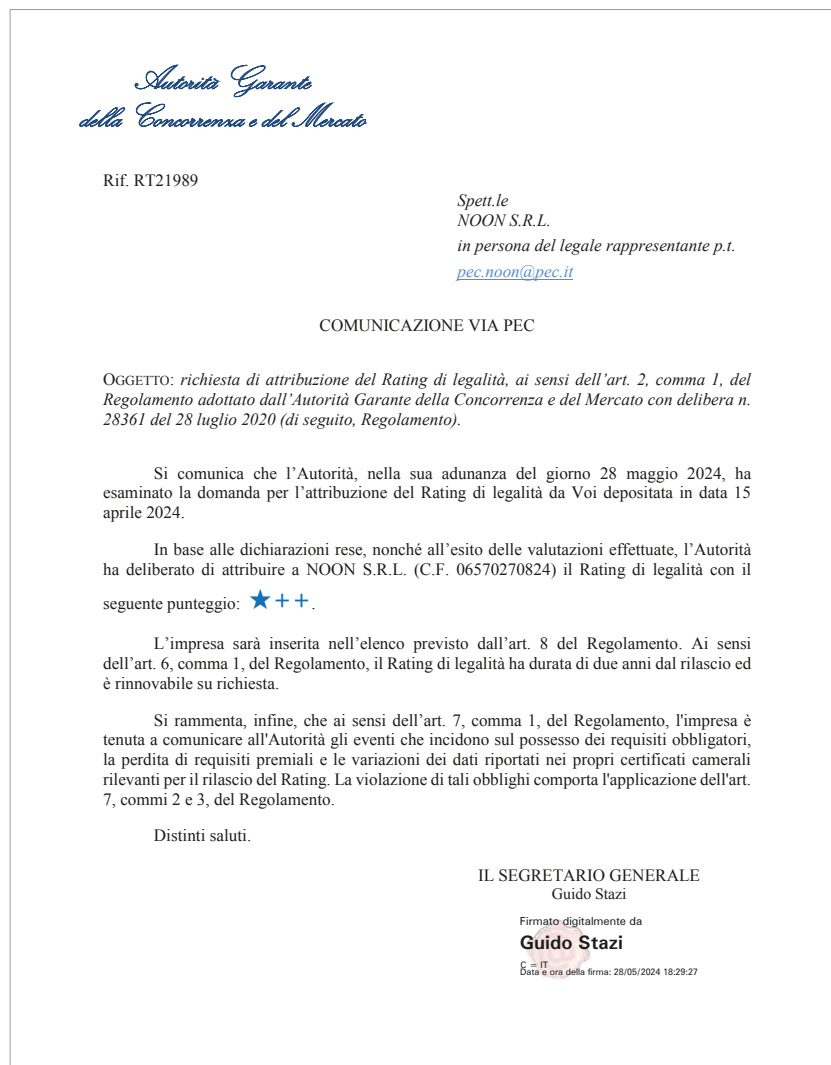
The codes must be shared not only by internal employees but also by consultants and suppliers interfacing with Noon S.r.l. along the supply chain.

The Code of Ethics illustrates the set of ethical and moral principles that underlie Noon S.r.l.'s activity, as well as the lines of conduct adopted by the company both internally (in relations between employees) and externally (in relations with institutions, suppliers, customers, business partners, political and trade union organisations, and information bodies (hereinafter, the "Stakeholders").

Respect for these principles is of fundamental importance to achieve Noon S.r.l.'s corporate mission and to ensure its reputation in the socio-economic context in which it operates. You can find the document in its entirety on the company's website, at the link:

<https://www.mynoon.it/certificazioni-e-riconoscimenti/>.

Noon S.r.l. also holds the Legality Rating, for which it was awarded 1 star.**







Action Plan

Actions recommended by Synesgy



Business and corporate governance

- Strengthening Governance.
- Consider joining Benefit Societies.
- Strengthening its strategy to seize the opportunities of the sustainable development model.



Water, energy and waste

- Implement initiatives aimed at reducing its environmental impact.
- Implement initiatives, measures or actions to limit the impact of climate change.
- Measure the company's air pollution emissions to understand its environmental impact and identify appropriate improvement actions.
- Offer their employees incentives (e.g. season tickets/conventions) to encourage the use of public transport or eco-friendly vehicles to get to work.

Environmental Certifications

- Adopt ISO 14001 certification on environmental management.
- Adopt ISO 50001 certification on energy management systems.



Personnel Management, Certifications and Standards

- Adopt ISO 45001 certification for worker health and safety management.
- Adopt policies for the management of human rights and child, forced or compulsory labour.
- Strengthen regular consultations with key stakeholders.
- Broaden the topics of training to include, for example, the circular economy.



Relationship with Stakeholders and the Territory

- Carrying out projects in schools or the community on sustainability issues.



Regulatory Certifications

- Adopt ISO 9001 quality management system certification.
- Prepare a report containing the company's environmental and social sustainability results.
- Adopt ISO 37001 certification on the management system for the prevention of corruption.

GRI Index

Declaration of use

Noon Srl reported for the period 1/1/2023 - 31/12/2023.

GRI Standard		Title of Gri	Chapter/Paragraph	Page
GRI 2: General Disclosure 2021	2-1	Organisational details	Organisation Profile	5
	2-2	Entities included in the organisation's sustainability reporting	Organisation Profile	5
	2-3	Reporting Period, frequency and contacts	Reporting Information	11
	2-4	Reformulation of information	Reporting Information	11
	2-5	External Assurance	Reporting Information	11
	2-6	Activities, value chain and other business relations	Organisation Profile	5
	2-7	Employees	Employment	24
	2-16	Communication of Critical Issues	Regulatory Compliance	40
	2-22	Statement on the strategy of sustainable development	Professional Ethics	39
	2-25	Processes to remedy negative impacts	Professional Ethics	39
	2-26	Mechanisms for requesting clarification and raising concerns	Regulatory Compliance	40
	2-27	Compliance with laws and regulations	Regulatory Compliance	40
	2-27	Compliance with laws and regulations	Professional Ethics	39
	2-29	Approach to the involvement of stakeholders	Reporting Information	11
	2-29	Approach to the involvement of stakeholders	Employment	24
2-29	Approach to the involvement of stakeholders	Training	26	
2-29	Approach to the involvement of stakeholders	Customer relations	30	
2-29	Approach to the involvement of stakeholders	Suppliers and procurement practices	34	
2-29	Approach to the involvement of stakeholders	Local communities	31	
GRI 3: Material Topics 2021	3-3	Management of Material Issues	Employment	24

GRI Standard		Title of Gri	Chapter/Paragraph	Page
GRI 201: Performance Economical 2016	201-2	Financial implications and other risks and opportunities resulting from the climate change	Governance	38
	201-2	Financial implications and other risks and opportunities resulting from the climate change	Professional Ethics	39
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and supported services	Infrastructure investments and funded services	31
GRI 204: Procurement practices 2016	204-1	Proportion of expenditure towards local suppliers	Suppliers and procurement practices	34
GRI 205: Anti-corruption 2016	205-2	Communication and training on regulations and procedures anti-corruption	Training	26
GRI 302: Energy 2016	302-1	Energy consumed internally of the organisation	Energy	20
GRI 306: Waste 2020	306-2	Managing Significant Impacts related to waste	Waste	21
GRI 307: Compliance environmental 2016	307		Regulatory Compliance	40
GRI 308: Evaluation suppliers' environmental 2016	308-1	New suppliers that have been evaluated using environmental criteria	Suppliers and procurement practices	34
	308-2	Negative environmental impacts in the supply chain and measures taken	Training	26
GRI 401: Employment 2016	401		Employment	24
GRI 402: Labour Management and Labour Relations 2016	402		Employment	24
GRI 403: Occupational Health and Safety 2018	403-1	Health Management System and safety at work	Employment	24
	403-5	Worker training in occupational health and safety	Training	26
	403-7	Prevention and mitigation of occupational health and safety impacts directly connected by business relations	Training	26
	403-9	Accidents at work	Employment	24
GRI 404: Training and education 2016	404-2	Employee skills upgrading programmes and transition assistance	Training	26
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity in governing bodies and among employees	Employment	24

GRI Standard		Title of Gri	Chapter/Paragraph	Page
GRI 406: Not discrimination 2016	406-1	Incidents of discrimination and measures corrective measures taken	Employment	24
GRI 412: Evaluation of respect for human rights 2016	412-2	Employee training on human rights policies or procedures	Training	26
GRI 414: Social evaluation of suppliers 2016	414-1	New suppliers who have been assessed through the use of social criteria	Suppliers and procurement practices	34
	414-2	Negative social impacts in the supply chain and actions taken	Training	24
GRI 418: Privacy of customers 2016			Customer relations	30
GRI 419: Compliance socioeconomic 2016			Regulatory Compliance	40
			Professional Ethics	39



Contact

info@esg-view.com

Noon S.r.l.

Via A.Telesino, 51-53-55 - Palermo

info@mynoon.it.

<https://www.mynoon.it>

