



# Corporate Social Responsibility

## Our commitments and goals for 2020

PTS aims for the UN's Sustainable Development Goals in all our work. All 17 SDGs are incorporated into the four pillars of our CSR policy. They are a part of all our projects and implemented through our CSR practices.

PTS wants to play a part in shaping a better world - a world that is kinder to people and more mindful of the environment.

### Our goals:

- 100% of all employees will know the content and meaning of the Code of Ethics



## Governance and Ethics



### Commitments:

- Act in accordance with our Code of Ethics and promote high standards of ethical behavior and integrity.
- Make exemplary ethical behavior a driver of performance and long-term growth
- Encourage discussion and analysis of problem situations by means of the Code of Ethics

### Our goals:

- Less than 75% of management positions will be held by men
- The rate of voluntary turnover will not exceed 15%
- Over 50% of leadership positions will be filled by internal candidates



## Human Capital



### Commitments:

- Promote diversity and multiculturalism in all their forms
- Provide travel insurance and health insurance for all employees and Group Accident Insurance for site staff
- Provide a healthy environment and culture
- Guarantee sports possibilities for staff
- Guarantee flexible working hours
- Offer working conditions that respect fundamental rights and guarantee our teams' well-being
- Roll out a whistle-blowing system

### Our goals:

- Educate 100% of the Group's employees in ecofriendly actions
- Formulate a Strategic plan for incorporating the Sustainable Development Goals



## Environmental Performance



### Commitments:

- Design and develop attractive, energy-efficient and sustainable buildings, industrial facilities, water solutions, energy sources and energy storage.
- Reduce our greenhouse gas emissions by means of a sustainable travel policy
- Adopt an eco-responsible approach to managing our sites and buildings
- Improve the environmental impact of our office activities
- Pursue an eco-responsible purchasing policy by selecting suppliers based on criteria with a sustainable development focus

### Our goals:

- Less than 5% international staff
- 95% local labor at sites
- Raise funds for charity



## Civic and Humanitarian Commitment



### Commitments:

- Support underprivileged children and families
- Contribute to community life by encouraging our employees to get involved in local life
- Encourage employees to do skills-based voluntary work through the Artelia Foundation