



# ESG targets

## Leonardo

**Being a smart employer able to attract and nurture talents**



**Competence mix**

New hires under 30 will amount at least to 40% of the total hires

**2022**



**Gender diversity**

New hires women will increase from 24% in 2017 to 32%

**2022**



**Skill development**

Over 100 cumulated hours of training for each employee in the 2018-2022 period

**2022**

**Building a solid and reliable supply chain**



**Collaboration with suppliers**

Implementation of Supply Chain Partnership Program to improve business sustainability by increasing competitiveness and performance \*

**2020**



**Responsible supply chain**

Definition of Group governance and assessment on Conflict Minerals of 100% of supply chain

**2021**



**Training on ESG topics**

Training on environmental, social and governance topics for 100% of employees directly involved in procurement and supply chain activities

**2020**

\* Supply categories "Mechanical subcontracting" and "Engineering Offload"

**Promoting operational eco-efficiency**

**Water efficiency**

Reduction of total water withdrawal by 6% \*\*

**2020**

**Waste management**

Reduction of total waste produced by 7% \*\*

**2020**

**Environmental management systems**

80% of employees in sites ISO14001-certified

**2020**
**Promoting a responsible business model**

**Responsible business**

Certification of anti-bribery management system \*\*\*

**2018**

**Training and engagement**

Training for commercial advisors and sales promoters

**2019**

**Culture and values**

Strengthening employees' awareness on whistleblowing system

**2018**

\*\* Baseline year 2017 and based on 90 sites included in the environmental reporting scope

\*\*\* Leonardo S.p.A.