



**2021 – ANNUAL COMMUNICATION ON  
PROGRESS  
UN GLOBAL COMPACT**

# CEO Letter

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Rome, 10/12/2021

To our stakeholders,

I am pleased to confirm that INTEGRA AES s.r.l. reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this Annual Communication on Progress, three years after joining UN Global Compact as a signatory, we describe our actions to constantly improve the integration of the Global Annual Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours

Luca Montesi

Chief Executive Officer



# Our firm

INTEGRA AES is an Italian consulting company offering services in the fields of civil engineering, electrical and mechanical systems, hydraulic and transport infrastructures, buildings architecture and urban planning.

Our multidisciplinary team includes architects, building and civil engineers as well as electrical and mechanical experts with long experience in their field.

Since our creation in 2007, our teams have successfully managed challenging international projects.

INTEGRA AES, which is independent from any construction or industrial firm, provides services in different phases of the design process and during the construction phase.



## WHAT WE DO:



Building & Systems



Works Supervision



Cultural Heritage



Water and Environment



Project Management



Military & Industrial facilities



# Certifications & Memberships

## CERTIFICATIONS:

Also this year INTEGRA AES adopted an integrated management system for quality, environment and safety.

This choice is made to comply with both the requirements of occupational safety and environmental prevention regulations, to implement and improve the effectiveness of a management system and to increase customer satisfaction.

In addition, we confirm the ISO 27001 certification, regarding the cyber-security quality standards.

Our firm is Certified for the following management systems:

- Quality System **ISO 9001:2015** [click here to see certificate](#)
- Health & Safety System **ISO 45001:2018** [click here to see certificate](#)
- Environmental System **ISO 14001:2015** [click here to see certificate](#)
- Information Security System **ISO/IEC 27001:2017** [click here to see certificate](#)

Also this year our management systems have been subject to external audits and have passed all the necessary verifications. The certifications that you can view, in fact, are all current valid.



# □ Certifications & Memberships

## MEMBERSHIPS:

INTEGRA AES is still a member of the following associations:

- **FIDIC - International Federation of Consulting Engineers** is an international standards organization for the consulting engineering and construction and **EFCA** is the European branch. FIDIC believes that construction should be **sustainable**, and to this end, it is the policy of FIDIC that each party in the construction process should be committed to satisfying its obligations with respect to achieving Quality of Construction. FIDIC's key role and that of its Member Associations around the world is to **improve people's quality of life** through the promotion of quality, integrity and sustainability in the infrastructure industry and the projects and services it delivers on a global scale.
- **OICE - Italian Architecture and Engineering Society (OICE)**, which embraces FIDIC's values and promotes exchange between specialists in the field, the sharing of energies and knowledge. This association is the Italian guarantor of the respect of the rights and ethics of this sector of activity.



# UN GLOBAL COMPACT

## OUR COMMITMENTS

Also this year, we continued to pursue the Ten Principles of the UNGC, developing initiatives and actions by achieving the provided goals.

In particular, we are still guided by the following principles:

### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

### Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

### Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



# Human Rights

As for the protection of human rights, INTEGRA AES continues to pay great attention to this issue.

Our firm fully supports the Universal Declaration of Human Rights. All guidelines to ensure that those principles are respected are duly enumerated in both our **Corporate Social Responsibility (CSR) Policy** and in our **Ethical Code of Conduct** issued and available on our company's website, which is mandatory for both our employees and consultants to sign.

One of the actions that our company dedicates to the protection of human rights is the donation of part of its profits to the **ONLUS Save the Children**, with the aim to guarantee especially rights, health and education to the most disadvantaged children, believing that they are essential part of the social growth.



**INTEGRA AES** 1.8.16

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## ETHICAL CODE CODICE ETICO



RECORD OF CHANGES / REGISTRO DELLE MODIFICHE

Iss.	Rev.	Description	Written	Checked	Approved	Date
1	1	Issued	SGI	SGI		17/01/2017



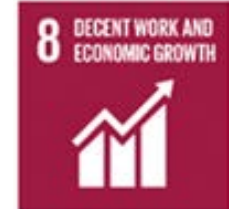
# Human Rights

INTEGRA AES, who promotes multiculturalism and diversity, is very proud to have reached a **majority of female workers** in its staff in 2021.

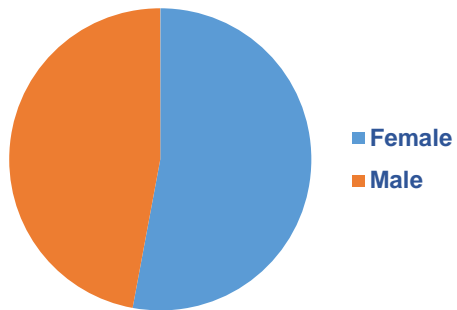
Our staff is also made of **young employees**, hired right after obtaining their degree. INTEGRA AES strives to give them the opportunity to learn from the senior staff and to be quickly involved in exciting international projects.

Our company keeps working hours contained within eight working hours a day on five days a week (21,75 working days per month).

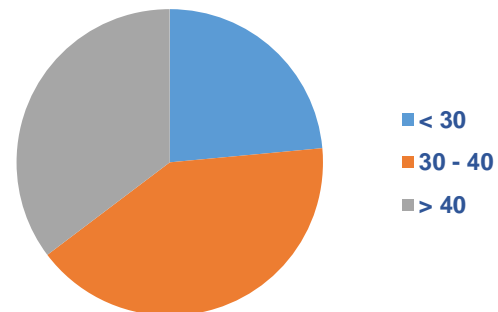
Our year-end figures regarding staff gender and age are shown in the graphs below.



**GENDER BALANCE**



**AGE**



Again this year we continued to pay attention to cybersecurity.

INTEGRA AES's **Information Security Management Policy** is certified in compliance with the ISO/IEC 27001: 2017 standard. With this certification, our firm has bolstered its security procedures to guarantee data security, in a context where the IT risks caused by violations of the security systems are continuously increasing.

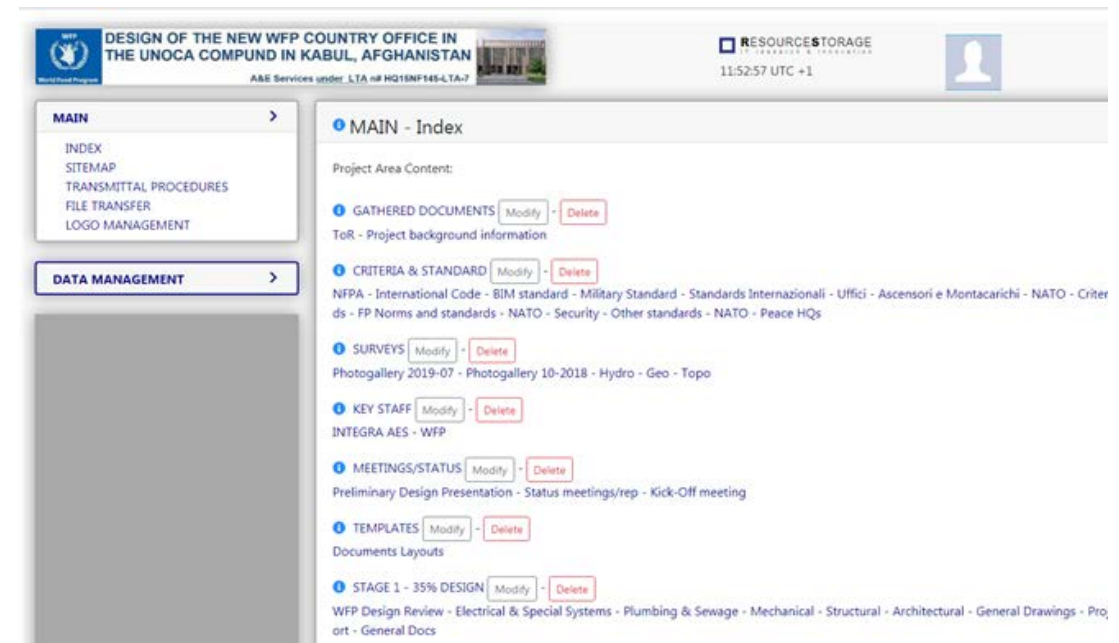
With a long-standing experience in **sensitive infrastructures projects**, INTEGRA AES has long ago started to consider data protection as a critical requirement in all its activities. Not only to protect the firm's and the client's data, but also in our approach when designing active security measures.

Last year, INTEGRA AES has also raised the level of IT Security, with a new version of its owned web platform **ResourceStorage®**.

**ResourceStorage®** is a warranty that employees, clients and any other stakeholders information is safely kept on our platform with the highest standards of cyber security through the encryption protocols (Thawte® certificate) combined with strong authentication procedures.

It is also a tool that enables **remote working and paperless working**, avoiding unnecessary travel and allowing a considerable reduction in paper printing.

This platform provides data management (classified and unclassified) features and INTEGRA AES will implement other Multi Project Manager (MPM) functionalities in future releases, such as proposal, procurement and project management, to improve its own processes and allow users to have a better view on their projects.



# Labour

Our company confirmed this year the **Quality Management Systems** which is certified in compliance with ISO 9001:2015 standard, in order to continuously and effectively improve its business processes, increase efficacy, efficiency and Client satisfaction.

INTEGRA AES is constantly involved in assuring the quality of its projects and the level of performances, auditing objectives and results and implementing new procedures to reach continual improvement.

The certificate is valid for the following services:

- Project management and design of civil works and related facilities;
- Work supervision;
- Technical and administrative inspection;
- H&S coordination during the planning and execution;
- Checks on design of buildings for validation.

Also INTEGRA AES' **H&S Policy** is certified in compliance with ISO 45001:2018 standard. It defines the procedures and prevention measures to be applied on the basis of potential risks, both in INTEGRA AES' offices and building sites. Risk analysis is regularly reviewed by H&S Management, monitoring activities and updating its objectives in order to enhance the firm's H&S approach.

From the use of equipment to working at heights protocols, we have skilled staff to advise on H&S guidelines during design and to oversee if safe working practices have been adopted on site.



# Labour

This year we have increased our commitment to ensure **the improvement of people's working conditions** and the **respect for their dignity and freedom**.

The assessment of the staff to be hired is based on the correspondence of the candidates' profiles to the expectations and the business needs, while respecting equal opportunities for all stakeholders.

The staff is employed with regular contract of employment; no form of irregular work is tolerated.

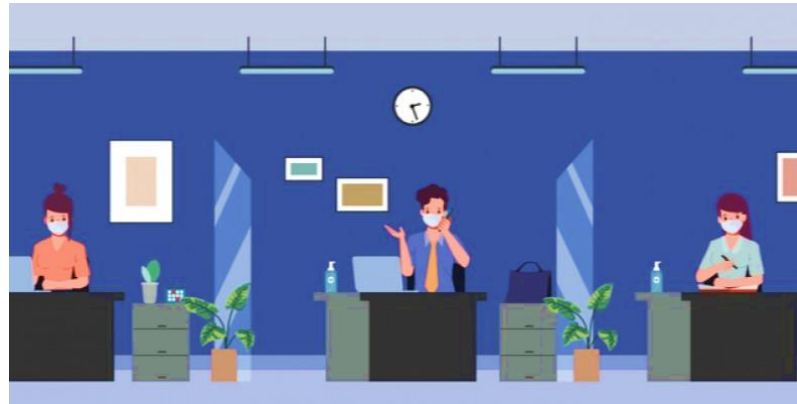
Regarding **international staff**, INTEGR A ES wishes to expand the diversity of its directly employed staff in the future, in particular thanks to the Branch opened in Afghanistan.

So far, our firm has been looking for the partnership with local consultants, sharing skills and knowledge, in order to expand its international presence.

In order to combat the proliferation of **Sars-Cov19** in the workplace, INTEGR A ES continued this year to adopt the measures of prevention and containment, facilitating **remote working** through the use of **Resourcestorage** ® web platform and **Cisco WebEx**, safeguarding jobs and ensuring continuity of work and regular payments for employees.

Our company continued to take several H&S measures:

- Electronic thermoscanner on entry and exit,
- Distribution of personal protective equipment,
- Spacing between workstations,
- Ad hoc signage
- Cleaning, sanitizing and ventilation of work environments,
- Conference-call remotely via WEBEX platform to avoid crowding
- Information regarding Anti-Covid 19 protocols



# Environment

INTEGRA AES as an Engineering and Consulting firm is aware that can have a huge impact on:

- Sustainable cities and Communities.
- Climate Action
- Affordable and clean energy
- Clean water and Sanitation

Not only in our internal day-to-day activities, but above all when a client comes with the idea of a new project, our responsibility is to make sure that all the solutions that will be selected in the design of the building or the infrastructure are the most sustainable ones.

Aware of this, we have taken measures to protect the planet both internally and externally.

In the first aspect, we encourage **remote work** and **reduce the use of paper**. In cases where we have to resort to printing, we prefer **recycled paper**.

In addition, in the selection of our gadgets we choose objects useful to **avoid the consumption of plastic**, such as the new bottles of INTEGRA AES. Initiatives like this advertise our company spreading the culture of environmental protection.

With our customers instead, both public administrations and private, we always try to propose design solutions that have the least environmental impact possible, and this in all the geographical areas in which we operate, also and especially in those most critical from the geopolitical and economic point of view.

Even in communication with customers we use telematics tools without difficulty.



# Environment

During 2021 INTEGRA AES continued to work to **reduce pollution and waste**, to **limit and optimize energy consumption** and to continuously improve its Environmental Management System.

Some of the services provided by our company, both in Italy and abroad, are particularly worthy of mention in terms of **environmental protection**.

These projects are as follows:

- Design services for UNOPS Afghanistan Country Office, in Kabul, Afghanistan (AFCO);
- Verification of the technical-economic feasibility project drawn up in BIM mode for public buildings located on the Italian territory for the State Property Agency (Agenzia del Demanio);
- A&E Services for Final, Detailed Design and Construction of NATO AGS Permanent Core Infrastructure for Sigonella Main Operating Base, Italy.



Solar panels on the roof – Design services NATO Main Operating Base in Sigonella, Italy

# Environment

Also this year our team provided our client with the most **sustainable solutions** and informed on alternative options available. This is important for us to make aware our clients, who may not have considered the environmental implications at first.

INTEGRA AES strives to offer several strategies to the customer to **increase buildings performance** and this takes into account the local facilities, services, constraints and local contractor expected capacities.

All strategies offered to our clients are always supported by figures which are based on international guidelines, so that our client can decide based on reliable data, as shown in this example aside.



Regarding **energy efficiency**, for example, based on the local irradiation, we may suggest a corresponding photovoltaic production system and a solar domestic hot water production.

Regarding the **energy consumption management**, our team will design smart buildings with BMS including optimization functions such as occupancy dependent switching, room temperature limitations, nights cooling, etc...

Regarding **water saving**, in particular in regions where the use of potable water is very restricted, for example our landscape and external areas design will include only bio-diverse native plants, that require no irrigation. We may also design water tanks capturing rainwater and recycling grey water for building sewage conveyance and for irrigation.



STRATEGIES	1. Site sustainability	2. Energy Efficiency	3. On-site renewable energy production		4. Indoor Environmental Quality	5. Water saving strategies		6. Computer rooms HVAC	7. BMS
			PV system	SDHW		Water use reduction	Wastewater technologies		
Basic	ASHRAE 90.1 prescriptions	30% Energy Savings compared to Baseline	76 kWp	30% DHW demand	ASHRAE 62.1 ASHRAE 55 Unmet load hours <300	20% less water than Baseline water use	Reduction of potable water use for building sewage conveyance by 20%	ASHRAE TC 9.9 Thermal Guidelines for Data Processing Environments	UNI/EN 15232 BAC efficiency class C
Intermediate		35% Energy Savings compared to Baseline	115 kWp	50% DHW demand		30% less water than Baseline water use	Reduction by 30%		
Advanced		42% Energy Savings compared to Baseline	150 kWp	75% DHW demand	ASHRAE 62.1, ASHRAE 55, Unmet load hours <300, DCV	35% less water than Baseline water use	Reduction by 40%		UNI/EN 15232 BAC efficiency class B
Exemplary		50% Energy Savings compared to Baseline	150 kWp with battery storage	100% DHW demand	ASHRAE 62.1, ASHRAE 55, Unmet load hours <200, DCV	40% less water than Baseline water use	Reduction by 50%		

# □ Anti-Corruption

In 2021 our company has increased its fight against every corrupting episode, following the indications of the Italian Independent Administrative Authority against corruption (ANAC), in accordance with the principles of the UN Global Compact.

INTEGRA AES continues to work against corruption in all its forms, including extortion and bribery.

The rules and guidelines to ensure that our personnel's behavior is in line with our commitment are stated in our Ethical Code. For example,

*“INTEGRA AES SRL repudiates any behavior that can be interpreted as a promise or proposal of payments, goods or other utilities of various kinds in order to promote and foster self-interests and benefits.*

*In carrying out the ordinary external relations of commercial and institutional nature, any homages, gifts or benefits offered by INTEGRA AES SRL are oriented exclusively to the choices of promotion of their own image and cannot, under any circumstances, be considered as exceeding normal commercial or courtesy practices.”*

INTEGRA AES for any type of collaboration, both at national and international level, carefully evaluates partners so that they too respect the values identified in our code of ethics.

Our company mandatorily ask the employees and subconsultants to undersign our code of ethics, reflecting the canons of the UNGC. In the unlikely event that an employee should not respect those canons, he/she will be promptly put under investigation. INTEGRA AES has a 'zero tolerance' approach against corruption practices.

CLICK HERE TO READ THE FULL TEXT: [ETHICAL CODE 2021 INTEGRA AES](#)





# Measurement of Outcomes



## Innovation and Smart Technologies

In the last year INTEGRA AES continued to encourage the use of digital technologies at work.

In 2021 our company implemented the use of **BIM design platform** in order to progressively overcome the traditional concept of 2D/3D computer-aided design, in use in recent decades.

In addition, in the last two years, the digitalization of work has also become an important tool of **contrast to Covid - 19** epidemiological emergency. Therefore, INTEGRA AES continued to use **Resourcestorage @ web platform** and **Cisco WebEx @** promoting and facilitating **remote working** in order to stem the risks of infection by Covid-19.

Currently about half of our staff works remotely, while the other half works at our headquarters, in compliance with the measures to combat the pandemic emergency.

These measures, in addition to helping social distancing, are useful to the cause of protecting the planet. These initiatives allow, in conclusion, a better organization of work as well as **savings of paper** and unnecessary travel, helping to **protect the environment**.

## Sustained and inclusive economic growth

In addition to facilitating remote work, INTEGRA AES work, a very important goal for our company is to consolidate and create new partnerships with companies and professionals located in the geographical areas where we operate.

Also this year we have reached this goal. Our company has in fact several active partnerships in Italy and abroad.

Thanks to these business contacts we can reduce unnecessary business travel, therefore to avoid waste of fuel, with a view to **protecting the environment**.

Moreover, this policy encourages **local employment**, even in economically **disadvantaged areas**.



# Measurement of Outcomes

## Successful collaboration



In line with its spirit of cooperation, INTEGRA AES supported the development of the **OICE/Cer 2021 International Report**, presented at the headquarters of the ICE Agency.



The study shows that the Italian engineering, architecture and technical-economic consulting companies recorded a new increase in foreign turnover in 2020, with a projection to 2021 that points to 2 billion euro. Mediterranean and Sub-Saharan Africa is the priority geographic area for the foreign activities of Italian companies in terms of value of production (42.1%). The leading sectors are energy with its various articulations (62%), followed by transport and construction/urban planning (26%).

In the field of the transports, in particular of the aviation, our company has known an increase in the last year.

## Growth in the aviation sector



In 2021 INTEGRA AES increased its business in the **airport sector**. Following the participation in the **Airport Show in Dubai** last May 2021, our company has also recently participated in the **Inter Airport Europe Munich**, the world's leading airport Exhibition (9th-12th November 2021).

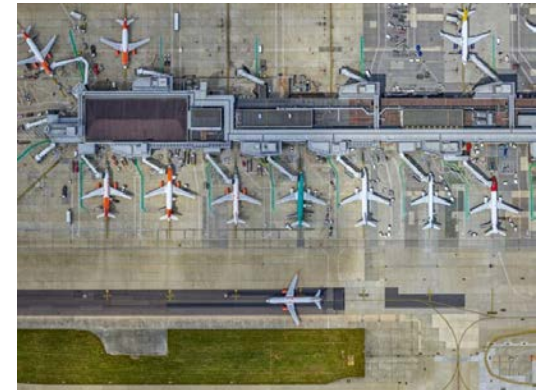


INTEGRA AES has been selected, together with some other important Italian engineering companies, as official exhibitor in the Italian Pavilion organized by Agenzia ICE, in collaboration with OICE.



Mr. Luca Montesi, Managing Director at INTEGRA AES, also attended as speaker the event **“Italian Engineering and consultancy know how in the airport industry”**, illustrating the company main field of specialization for airport A&E services. Inter Airport Europe Munich has been a great opportunity of networking with International and Italian partners, as well as getting updates on new technologies and trends in the airport sector.

In this field, INTEGRA AES supports the efforts that the aviation world is making towards a greater environmental sensitivity, through the use of **alternative fuels**, aimed at reducing more and more the environmental impact of aviation.



# Measurement of Outcomes

17 PARTNERSHIPS FOR THE GOALS



## Work alongside UN agencies

2021 was a year of great work in support of UN agencies.

INTEGRA AES, in line with market trends, successfully continues its commercial action towards foreign markets.

In addition to the renewed framework agreements with FAO and WFP, our company has been awarded a **new Long Term Agreement (LTA) with UNOPS in the Asian Region**. Thanks to this LTA, INTEGRA AES is providing high quality specialist technical services to UNOPS, supporting the team of UNOPS offices located in various Asian countries.

In this regard, it is important to point out that, despite the recent political events in **Afghanistan**, INTEGRA keeps its branch active in the country, continuing to cooperate with UN agencies.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



## UN Humanitarian Response Depot (UNHRD) Brindisi Hub Expansion Project

This year INTEGRA AES reached another important goal: a new challenge in support of United Nations logistics.

In recent months, our company is engaged in a new assignment for the United Nations concerning the provision of engineering design services for the expansion project of the hub facilities in Brindisi, Italy.

This project will support **the WFP's management of humanitarian and health emergencies** affecting the most disadvantaged areas of the world.

INTEGRA AES is going to design the redevelopment and refurbishment of a large military area and related infrastructures, now in disuse. Located in the middle of the Mediterranean region, this complex is the most important HUB for the **storage and distribution of humanitarian supplies** (medicines, food, logistics equipment, etc.)

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



## New framework agreement (LTA) with UNICEF

Another confirmation of INTEGRA AES' commitment to support UN agencies was the conclusion of an LTA with UNICEF. Thanks to this LTA, Integra will provide architectural and engineering services in **Ukraine in the water and school building sectors**, in the coming years. This LTA represents a new important step in the consolidation and intensification of the activities offered to the UN Agencies, particularly in support of the **right to education of children and young people**.





COMMUNICATION ON  
PROGRESS

This is our **Communication on Progress**  
in implementing the principles of the  
**United Nations Global Compact** and  
supporting broader UN goals.

We welcome feedback on its contents.



#### CONTACT US:

**INTEGRA AES**  
Via Gregorio XI,  
n.175 - 00166, Rome – ITALY  
Tel. +39 06 97279576

[www.integra-aes.com](http://www.integra-aes.com)  
[info@integra-aes.com](mailto:info@integra-aes.com)