



**INTEGRA**  
architectural &  
engineering  
services **A•E•S**



## ANNUAL COMMUNICATION ON PROGRESS - 2022

5<sup>th</sup> December 2022



# 1. CEO LETTER

Rome, 5<sup>th</sup> December 2022

To our stakeholders,

I am pleased to confirm that INTEGRA AES 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, four 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



## 2.1. 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

## 2.2. OUR FIRM

### WHERE WE WORK:

Also this year INTEGRAES confirmed its growth at international level.

Our headquarters is in Rome (Italy) but we also operate in Europe, Middle East, Central Asia and Africa.

We are still supporting the **UN Agencies** such as **WFP, UNICEF, UNDP, UNOPS, UNGSC, FAO and UNHRD** with which we have signed contracts and several LTAs.

INTEGRA AES took part in major international projects, working for leading international funding agencies and military organizations, including those in post-conflict areas such as Iraq or Afghanistan. In Kabul we opened a branch office in 2019 which we still maintain operational today, despite the current political situation in the Country, precisely to continue to support the work of the UN Agencies.



Our activity areas are highlighted in blue



Example of project ongoing in 2022:  
UNHRD Hub Expansion and Upgrade Project, Italy.

## 3.1. CERTIFICATIONS AND MEMBERSHIP

### 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 27001:2013** [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 currently valid.





## 3.2. CERTIFICATIONS AND MEMBERSHIP

### MEMBERSHIPS:

INTEGRA AES is 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.



## 4. ASSOCIATIONS

In compliance with the principles that govern the UN GLOBAL COMPACT,

INTEGRA AES intends to encourage teamwork to ensure:

- **greater specialisation;**
- **rationalization of resources;**
- **sustainability of the activities carried out.**

The birth of **EIC Consortium Company** represents part of this commitment.

INTEGRA AES co-founded the EIC CC Consortium Company with ES-KO and CMC di Ravenna. This company will provide quality, innovative and competitive solutions for turnkey camp construction services across Africa and in the most difficult and logistically demanding regions of the world, including operative theaters.





# 5. 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.



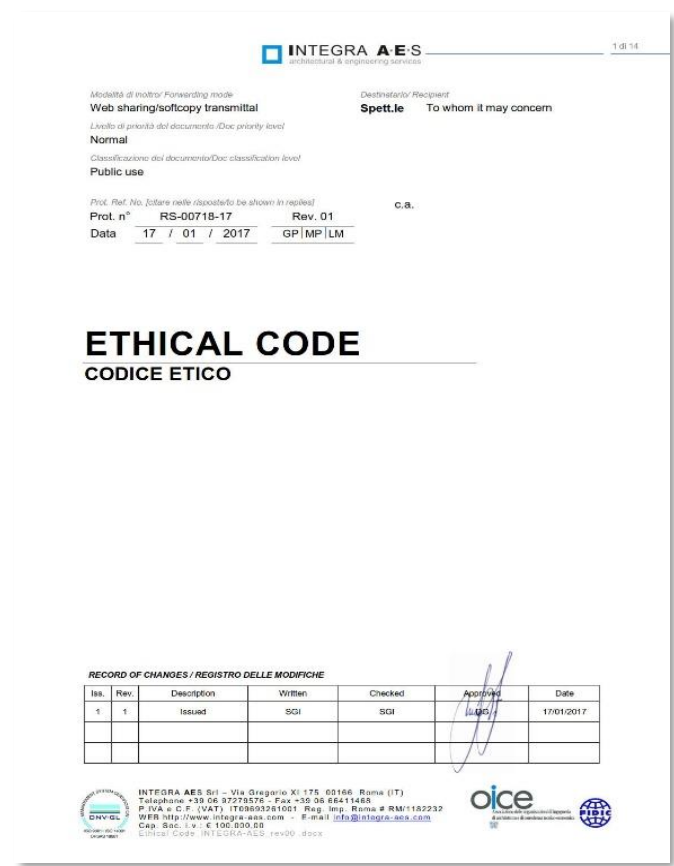


# 6.1. HUMAN RIGHTS

Protection of human rights is a central issue for INTEGRA AES.

Our firm fully observes the provisions of the Universal Declaration of Human Rights. Our company fully observes the provisions of the Universal Declaration of Human Rights. Indeed, our Corporate Social Responsibility (CSR) Policy and our Code of Ethics of Conduct (published and available on our company’s website) guarantee compliance with the contents of the Declaration and must be signed by both our employees and our consultants.

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.



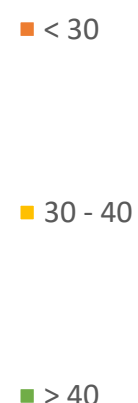
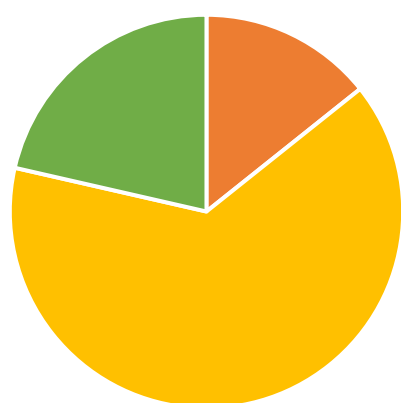
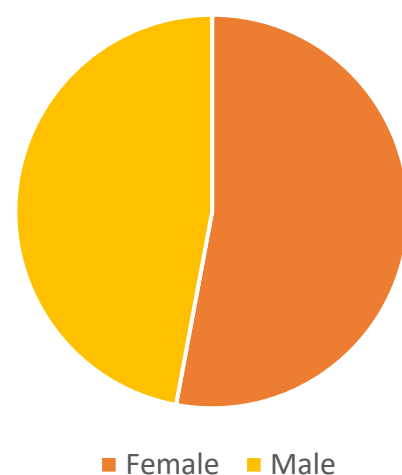
## 6.2. HUMAN RIGHTS

INTEGRA AES, promoting multiculturalism and diversity, is very proud to have reached a **majority of female workers** in its staff in 2022.

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 (18-19 working days per month, on average).

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





## 7.1. LABOUR

This year we continued to pay attention to cybersecurity.

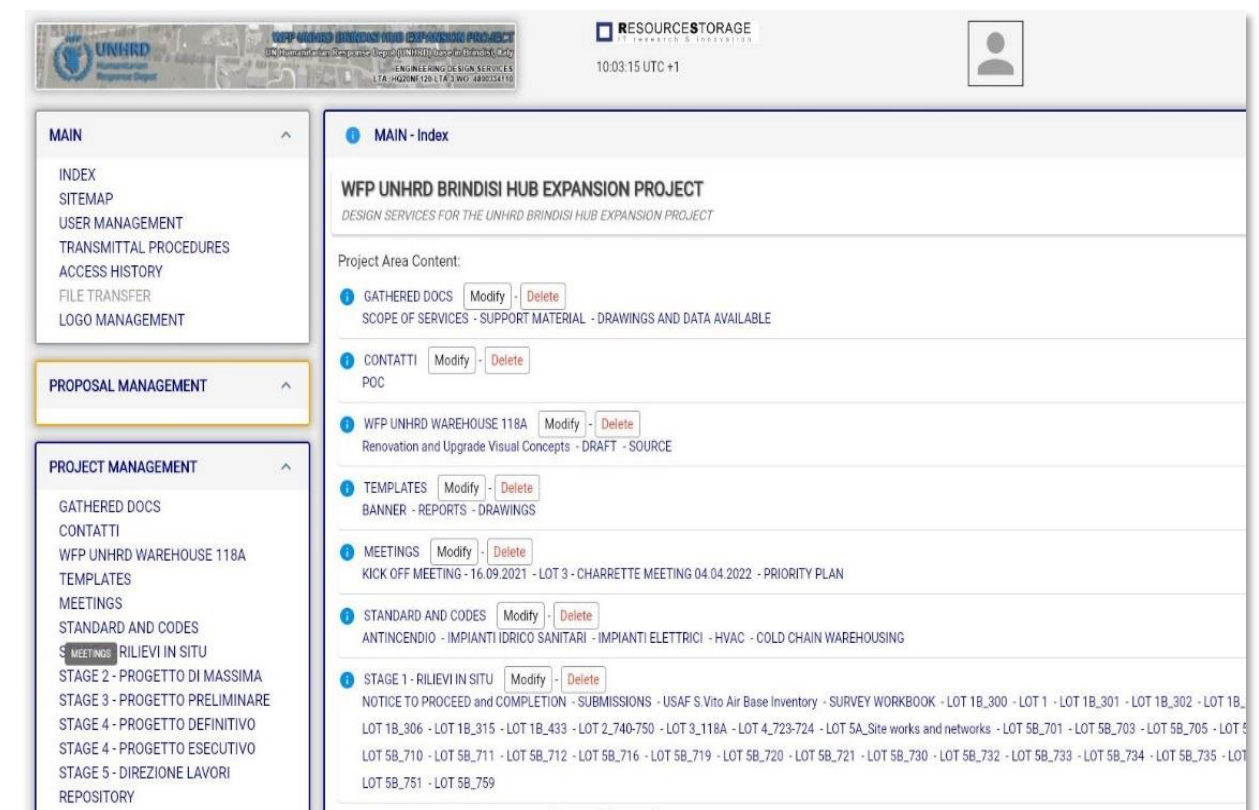
INTEGRA AES's **Information Security Management Policy** is certified in compliance with the ISO/IEC 27001: 2017 standard. With this certification, our firm has bolstered its security procedures to guarantee data security, in a context where the IT risks caused by violations of the security systems are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

**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.



## 7.2. 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 building and system;
- Work supervision;
- Technical and administrative inspection;
- H&S coordination during design and construction;
- Project design review.

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.





## 7.3. 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.

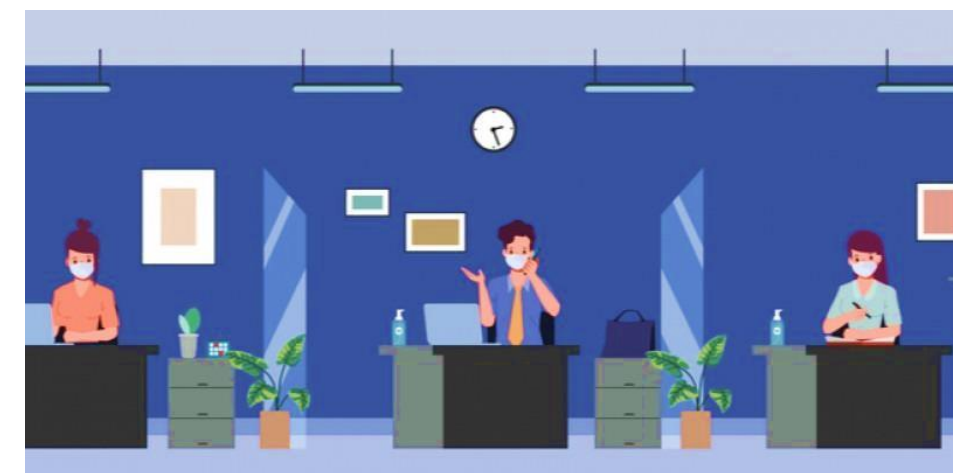
Regarding **international staff**, INTEGRA AES wishes to expand the diversity of its directly employed staff in the future, in particular thanks to the Branch opened in Afghanistan.

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

This year the covid emergency is more contained but , INTEGRA AES continued to adopt the measures of prevention and containment, facilitating **remote working** through the use of **Resourcstorage® web platform** and **Cisco WebEx**, safeguarding jobs and ensuring continuity of work and regular payments for employees.

Our company continued to take several measures against the spread of the virus:

- 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



## 8.1. 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 line with the Internet of things concept (IoT).

In the first aspect, we encourage **remote work** and **reduce the use of paper**. Resourcestorage® web platform allows to digitally deliver projects and follow their progress without having to print anything.

For example, in cases where we have to resort to printing, we prefer **recycled paper** and also we encourage the “**hot desking**” practice. Frequent changes of location in the office reduce the amount of paper to be carried on the move.

As regards energy consumption, our company has implemented an **internal consumption reduction policy** by introducing measures that together make a difference.

In addition, in the selection of our gadgets we choose objects useful to **avoid the consumption of plastic**, such as the 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.





## 8.2. ENVIRONMENT

During 2022 INTEGRA AES continued to work to **reduce pollution and waste**, to **limit and optimize energy consumption** and to continuously improve its Environmental Management System.

Our company, supporting WFP, is developing a specific project design according to **LEED protocol**, to ensure compliance with the highest environmental and energy performance standards.

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

Among the main projects there are:

- Design Services for UNHRD Hub Expansion and Upgrade Project, Italy;
- Technical support for construction of the new “La Comina” area as part of the green military barracks project, Italy;
- Preliminary Design for Restoration of “Historical complex of the former bishop's seminary” in Rieti, Italy.



New “La Comina” area as part of the green military barracks project, Italy

# 8.3. ENVIRONMENT

One of our goals is to inform the customer of the most sustainable solutions and the various alternatives available. Our company is committed to making the customer aware of the various environmental implications. 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%		
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%		



## 9. ANTI – CORRUPTION

INTEGRA AES has always contrasted the phenomenon of corruption in line with the indications of the Italian Independent Administrative Authority against corruption (ANAC), in accordance with the principles of the UN Global Compact. As proof of this, our company is registered in the “Anti-mafia” register of executors held by the Italian Ministry of the Interior.

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 INTEGRA AES](#)



# 10.1. MEASUREMENT OF OUTCOMES



## Innovation and Smart Technologies

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

In 2022 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**.



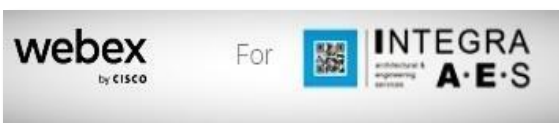
## Sustained and inclusive economic growth

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**.





## 10.2. MEASUREMENT OF OUTCOMES



### Successful collaborations

Among the objectives of INTEGRA AES is to increase the opportunities for collaboration with those institutions that most respect the UN GLOBAL COMPACT principles as the United Nations Agencies.

For this reason, during year 2022 INTEGRA has participated in a series of national and international events such as:

The **IPS (International Procurement Seminar) 2022 event** in **Turin** (Italy), dedicated to United Nations procurements, with the aim of promoting and implementing participation in offers for services and supplies called by some of the main UN Agencies.

The **NSPA Construction and Infrastructure Industry Day** which represented an outstanding opportunity for a focus on NATO procurement processes, rules and regulations and to discuss potential opportunities for cooperation with this organization.

The **“Italy & Romania – Building together” conference** in Bucharest (Romania) with the presence of Representatives of International Financial Institutions, National and International Authorities and Professionals. This meeting enabled INTEGRA AES to present its vast experience in the international arena and its expertise, collecting interesting feedback and laying basis for future professional collaborations.

In 2022 INTEGRA AES also showed great attention to the airport sector and took part as official exhibitor at **Dubai Airport Show**. Three days of commitment in the UAE made it possible to strengthen contacts with already consolidated Partners and Customers, but also to establish new and important relationships.

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.



## 10.3. MEASUREMENT OF OUTCOMES

### Work Alongside UN Agencies

In 2022, INTEGRA increased its opportunities for collaboration with the United Nations by working on projects that reflect the principles, and pursue the goals, of the UN GLOBAL COMPACT.

In addition to the renewed framework agreements with FAO and WFP, our company has been awarded **new Long Term Agreement (LTA) with UNOPS for Worldwide Design and Design Review services**. This agreement is in addition to the **one already signed with UNOPS for the Design services in the Asian Region**. Thanks to these LTAs, INTEGRA AES is providing high quality specialist technical services, supporting the local team of UNOPS offices.

Among the latest finalized projects, we can mention the design review in Albania for development of technical radiological rooms in various hospitals, as well as for a Laboratory Building.

In terms of **sustainability**, it is worth mentioning the design activities concerning **photovoltaic and water purification plants** that INTEGRA carried out as part of the **NATO Main Operating Base Design services project in Sigonella, Italy**.

Supporting the **WFP's management of humanitarian and health emergencies** affecting the most disadvantaged areas of the world, our company is developing an assignment concerning the provision of engineering design for the Expansion project of the UNHRD Hub facilities in Brindisi, Italy. 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.).

INTEGRA AES has also been involved in projects aimed at promoting the **education of children**. Our company has carried out the preliminary assessment of Villaggio Azzurro area in Brindisi in view of the creation of an educational campus for **UNGSC**.

Another confirmation of INTEGRA AES' commitment to support UN agencies was the signature of an **LTA with UNDP**. Thanks to this LTA, Integra will provide engineering design and consulting services in Africa region. This LTA represents a new important step in the consolidation and intensification of the activities offered to the UN Agencies, particularly for ensure the long-term sustainability and the efficient use of resources in this critical area.







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:

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