



## Star Sardinia Srl - ENVIRONMENTAL SUSTAINABILITY POLICY

### **Mission**

This Environmental Sustainability Policy formalises Star Sardinia's commitment to supporting the principles of environmental sustainability. We recognise that a sustainable environment is central to the quality of our lives and work, and we also believe in the creation of a sustainable work footprint capable of integrating and supporting the environment's well being.

Star Sardinia's Environmental Sustainability Policy is divided into a three pronged structure:

1. Implementation of actions within the company towards the reduction of energy consumption and carbon emissions
2. Monitoring of the environmental actions and improvements internally
3. Communication of these policies internally and externally and training of the personnel on how to reduce wastes and improve the energetic efficiency in the workplace

### **Scope**

This policy and associated procedures apply to all directors, staff and contractors working for the company.

### **Policy**

Star Sardinia respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

Star Sardinia commits to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts. Our commitment towards the improvement of energetic performance, has been implemented through various actions, directly and related to Star Sardinia's working environment. Measures include:
  - Our offices features high energy efficiency performance, thanks to: new heating systems; energetic efficient LED lighting; thermally insulating double glass windows;
  - New IT architecture based on virtualization. Each operator's physical computer has been replaced by a Virtual Machine (VM) inside Star Sardinia's Server environment. This has brought us two pronged improvements: First, we were able to reduce obsolete IT hardware waste, derived from changing each physical computer. Second, we reduced the total energy consumption instead of using multiple computers, now only one is running. Furthermore, this has increased the optimization of the system resources, as VM are capable of dedicating the needed resources based on each operator's needs. For more information on virtualization, read more [here](#).

- Complying with relevant State and Local environmental policy, practices, regulations and legislation, and industry-specific legislation.
  - Italy has one of the tightest environmental regulations in Europe. This has brought Star Sardinia to adapt its work to these strict norms, not only on its green policies but also in creating a eco-friendlier working environment in our offices. During the day we prefer to let natural sunlight in the office, to help reduce the use of artificial lighting and improve the wellness of our staff.
  - Air cleaning systems are used to help reduce fine dusts and other pollutants, improving the air quality in the office.
- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
  - Star Sardinia is dedicated to reducing the use of paper by increasing the internal use of digital documents, and asking our business partners to do the same.
- Maximising the recycling of resources.
  - We comply with national laws and norms on the recycling of waste. This includes the recycling of all the waste, including paper and plastics produced in the office and related work activities.
- Committing to the principles of preventing pollution to the environment and continual improvement.
- Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
  - Star Sardinia is determined to reduce the company's carbon emission footprint by continuously improving its carpark with newer and more efficient vehicles. Now the average age of Star Sardinia car park is around 3 years.
  - The company's policy is to keep renovating its transportation vehicles every 5 years, with newer and more efficient ones, respecting european emission standards. In 2021 the company started to change its fleet with a new hybrid technology car.
- Where possible, encouraging suppliers to meet high standards of environmental performance.
- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the whole chain of suppliers.
- Reporting on the company's environmental performance in both internal and external communications, where relevant.
- Star Sardinia constantly monitors the implementation of this policy and measures its targets and performance as well as its impact on the environment..

Star Sardinia adhere to ISO 14001:2015 guidelines, implementing these in its environmental policies. Star Sardinia will continuously work to improve its environmental footprint in respect to sustainability.

## **Responsibility and Review**

This Environmental Sustainability Policy is the responsibility of the Management of Star Sardinia. This policy was last updated in November 2021.



CEO      Marco Argiolas

For any inquiry on our policies, please send an email to: [privacy@starsardinia.it](mailto:privacy@starsardinia.it)

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