

# CDR sustainability

## *People*

The philosophy on which CDR is based emphasises the role of all the people who are connected with it somehow: collaborators, suppliers, distributors, customers. Their growth, in culture, knowledge, opportunities and well-being is the central element on which to build corporate choices and strategies.

CDR has therefore chosen to invest in the value of its collaborators, primarily from the point of view of culture and sharing of founding values, and subsequently from that of skills and competencies.

With this in mind, CDR offers its collaborators a creative and stimulating working environment that is meritocratic, respectful of rights and non-discriminatory, and a flexible work organisation to meet the different needs of its collaborators.

Finally, CDR supports, stimulates and encourages the professional growth of all its collaborators and promotes their well-being.

## *Dignity and equality*

CDR continues along the path, traced from the beginning of its history, of creating a network of collaborators joined by a common philosophy, to whom it provides the best opportunities to develop their skills and acquire new ones.

In this perspective, it guarantees equal opportunities to all its employees in terms of salary, training, growth and promotion, regardless of gender, race, age and any other potentially discriminating factor.

## *Human rights*

Operating in a context of total respect for dignity and human rights, this is essential for CDR, not only with regard to its internal structure, but also to the social context in which it operates.

Although CDR operates in areas of advanced technology, which are less prone to the occurrence of issues of non-respect for human rights and dignity, it is nevertheless aware of the importance of vigilance and prevention of the emergence of such issues.

While the very nature of CDR products excludes them from having an interfering impact on the issue in question, the same cannot be said - in the abstract - with regard to all suppliers of goods and services; CDR therefore intends to work towards identifying and reporting human rights violations, by means of supplier assessment with regard to this type of issue.

## *Health and Well-being*

One of CDR's priorities is to ensure the health, safety and well-being (both physical and mental and social) of all collaborators involved in the company's various activities.



analisi e sviluppo  
sistemi cibernetici

CDR S.r.l. Via degli Artigiani, 3-6  
50055 Ginestra F.na - Firenze  
Tel. 055.871431 - Fax 055.8714322  
www.cdr-mediated.it

Reg. Imprese Fi e C.F. n. 04170450482  
P. IVA IT 04170450482 - R.E.A. FI 423250  
Cap. Soc. €60.000 - i.v.



Certificato n. 9115  
Sistema Qualità Certificato ISO 9001. Ed. 2015

In addition to punctually complying with mandatory health and safety regulations, CDR is careful to maintain a pleasant working environment with flexible rhythms, and to support its collaborators through some specific health insurances.

### **Training**

CDR has always been aware that the most important corporate assets lie in its collaborators; their growth, including professional one, is therefore a priority. The training of collaborators is an ongoing commitment, reported annually in the Management Review for ISO9001.

With regard to specific sustainability issues, the company has decided that it will offer its employees ad hoc training courses, also using the Open-es platform.

### **Well-being**

The company's objectives include promoting a pleasant and healthy working environment in which employees can grow culturally, professionally and personally, adopting strategies that combine business growth and profitability with employment protection and development.

CDR invests every year in improving the working environment - building envelope, fixtures, air conditioning, lighting, furniture - to offer its collaborators the best conditions in which to express themselves. CDR is convinced that these investments are, in the medium term, rewarded by the results achieved.

### **Planet**

It is now clear that the impact on the environment must be managed effectively, while ensuring business continuity, avoiding causing significant damage to the ecosystem and the people living in it.

CDR acts according to a sustainable business model with the aim of creating value in the long term, paying particular attention to the resources used and the management of its infrastructures, trying to devise new solutions to minimise the impacts generated (direct or indirect).

CDR has installed two separate photovoltaic systems on the roofs of its buildings to harness energy from the sun and thus reduce the use of fossil fuels. The systems were installed in August, so the comparison is proposed for the August/October quarter.

Comparison of electricity consumption for the quarter August - October 2022 vs. quarter August - October 2021

	Consumption 2021 (Kwh)	Consumption 2022 (Kwh)	Difference
Headquarters	11550	6860	-41%
Local unit	18737	15058	-20%



analisi e sviluppo  
sistemi cibernetici

CDR S.r.l. Via degli Artigiani, 3-6  
50055 Ginestra F.na - Firenze  
Tel. 055.871431 - Fax 055.8714322  
www.cdr-mediated.it

Reg. Imprese Fi e C.F. n. 04170450482  
P. IVA IT 04170450482 - R.E.A. FI 423250  
Cap. Soc. €60.000 - i.v.



Certificato n. 9115  
Sistema Qualità Certificato ISO 9001. Ed. 2015

CDR is also committed to improve the energy efficiency of its activities; it is not just a question of saving money, but also of being environmentally aware, reducing avoidable waste and conserving resources. With this in mind, CDR uses low-consumption lighting systems, mainly LEDs, has installed PVC window frames with thermal break glass in its offices, and has replaced the roof of its headquarters with a more thermally insulated structure, which also serves as a support for the main photovoltaic system.

The environmental economy, or circular economy, is a production and consumption model that involves sharing, lending, reusing, repairing, reconditioning and recycling products in order to extend their life time and reduce waste production. From this point of view, CDR was a forerunner: starting in the early 1980s, it developed a series of equipment for toll collection systems in the motorway sector that, obviously maintained and updated from time to time according to technological developments and changing user needs, are still present in toll booths throughout Italy.

Finally, CDR is committed to give a second life to the materials it uses, both by operating with careful waste separation and by favouring the use of recyclable or reusable materials. This means taking the first step towards the recycling and reuse of raw materials, with reduced impact on the environment, less waste of raw materials and a boost to innovation and economic growth. Furthermore, since it currently produces analysis systems on food matrices using 'disposable' plastic devices that are considered special waste, CDR, while on the one hand it relies on specialised companies recognised by the Ministry to carry out their proper disposal, on the other hand continues to search for recyclable materials in this area as well.



analisi e sviluppo  
sistemi cibernetici

**CDR S.r.l.** Via degli Artigiani, 3-6  
50055 Ginestra F.na - Firenze  
Tel. 055.871431 - Fax 055.8714322  
[www.cdr-mediared.it](http://www.cdr-mediared.it)

Reg. Imprese Fi e C.F. n. 04170450482  
P. IVA IT 04170450482 - R.E.A. FI 423250  
Cap. Soc. €60.000 - i.v.



Certificato n. 9115  
Sistema Qualità Certificato ISO 9001. Ed. 2015