

Social Report 2015



ENERGIKA[®]
risparmio energetico

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1. Corporate identity

Energika was founded in 1997 following an entrepreneurial idea based on the need that feels every consumer can manage, control, and within the limits of possible containment, their energy costs. The previous experience in the installation of power factor correction systems lays the foundation for the current consulting and planning service in the field of integrated energy saving, carried out through:

- Verification and Monitoring of Invoices
- Negotiation Assistance and Offers Comparisons
- Energy Market Analysis
- Energy Audit
- Remote management and monitoring systems for consumption and products
- Practical Instruction and Customer Assistance for the request for Energy Efficiency Certificates or other incentives / financing
- Design of systems for reducing consumption
- Training

Energika is made up of 2 members, 10 employees and 4 salespeople, all of whom are regularly hired on permanent contracts; in 2015, turnover amounted to 1.3 million euros. The company is based in Rimini but operates throughout the country, particularly in the central and northern Italy area; its customers are largely industrial companies, but there is also a presence in the service sector and in the Public Administration. In addition to the qualifications provided by professional registers (eg Engineers, College of Industrial Experts Graduates, Surveyors) Energika has some awards, both at company and personal level, that qualify its activity:

- **E.S.CO. (Energy Service Company)** recognized by the AEEGSI, with communication on Tuesday, May 17, 2005, according to the provisions concerning the Recognition of the requisites envisaged by article 1, paragraph 1, letter t), of Annex A to resolution of the Authority September 18, 2003, No. 103/03;
- **E.G.E.** among Energika's personnel, there are technicians with the qualification required by the UNI CEI 11339 standard - Energy Management - Experts in Energy Management - which defines the general qualification requirements established through a certification process by the **SECEM** organism accredited by ACCREDIA;
- Regional Register of **Energy Certificators**.

Energika is also part of the following organizations / associations:

- Member of **F.I.R.E.** - Italian Federation of Energy Resources, in the category Companies active in the offer of energy products and services (SV);
- **AIEE** member - Italian Association of Energy Economists, from which the fuel price data are obtained on a monthly basis.

Energika's **mission** is to help the customer reduce costs for the energy used, spread the best energy saving and efficiency practices, optimize the energy production and distribution systems, and improve energy efficiency on the demand side. Innovation, the constant search for the best technologies and greater economy, represent the backbone for developing business activity.

Providing a high level of internal training leads to a dynamic and prepared team of people, but even more important is the harmony achieved that allows establishing relationships based on trust, to be found externally in the daily relationship with the customer. Also for these reasons, maximum attention is paid to personnel, as a true strategic asset of the company. Putting people at the center of the company, understanding their needs, leads to having to make complex choices to take into account a greater number of interests at stake, in an attempt to make the private ones converge with those of the company. The founding element is respect for the person, who passes through the healthiness of the workplace, health, safety, but also, and no less, honesty in relationships and tolerance, the ability to listen and satisfy needs, adjusting, for example, working time or giving the opportunity to do some of their work at home.

A company made of people and for people, where everyone can make and receive stimuli and be considered important, is the best way not to grow old.

E.S.Co.

E.S.Co. is the acronym of **Energy Service Company** (energy services company). The basic idea of E.S.Co. stems from the concept that "the energy saving, and therefore economic, made to the user by the service offered to him, must be able to repay the investment itself, and be a source of profit for the E.S.Co., within the duration of the contract ". E.S.Co. they are therefore specialized subjects in carrying out interventions in the field of energy efficiency, able to offer integrated energy services (design, installation, maintenance and management of plants) with a view to guaranteeing results and financing through third parties. In Italy they are precisely defined for the first time by the AEEG under the Ministerial Decrees of Energy Efficiency of 24 April 2001. The peculiarity of the intervention of E.S.Co. it resides in the fact that the technical interventions necessary to obtain energy savings can be made through investments supported by them and not by the customer. **The end user remains so unencumbered by any form of investment**, and will not have to worry about funding improvements to the efficiency of their facilities. In turn the E.S.Co. they repay the investment, and the cost of the services provided, **with a share of the energy savings actually achieved thanks to the intervention**. It is precisely these characteristics that compensate for an important need of production companies: the lack of adequate technical knowledge and the lack of funds are the main problems that hinder the independent development of significant interventions for increasing energy efficiency. The offer of a service in place of the purchase of an asset may represent an advantage in terms of financial statements and financial exposure, as well as allowing the user to concentrate on the core business, leaving the research of optimal energy solutions to experts. Compared to the world of production, this type of company is clearly placed on the side of the Customer / User (Demand Side Management). ***E.S.Co. they pursue the same goals as their customers as their source of income lies in the energy savings achieved and, for this reason, give the guarantee to operate as efficiently as possible. Being companies that bet their capital on the possibility of obtaining savings, they will choose the most appropriate technologies in a logic of lower cost and greater efficiency.***

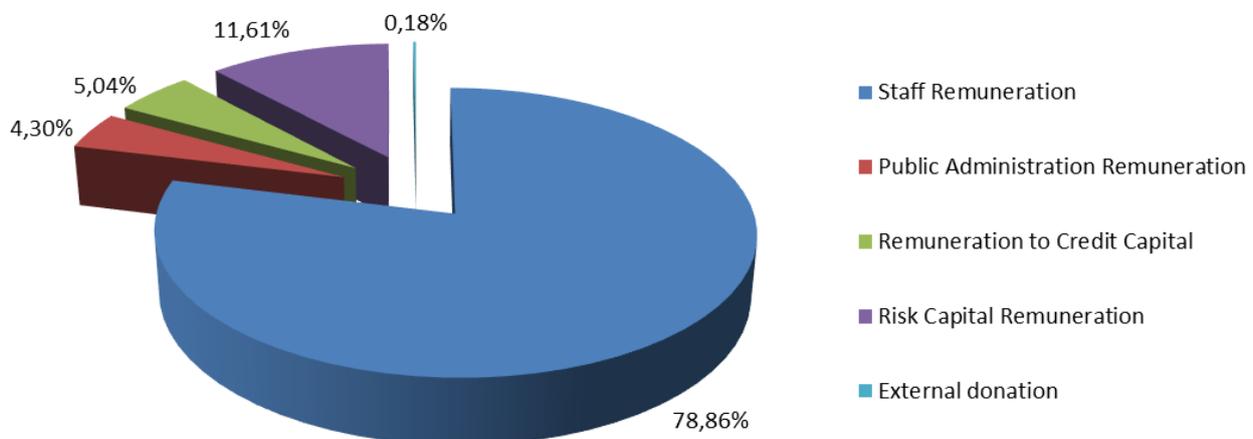
2. Model of production and distribution of added value

Value Added Production Account (2015)

A) Production Value	1.498.087,54
B) Intermediate production costs (-)	571.282,66
Gross characteristic value added	926.804,88
C) Accessory and extraordinary components	40.334,41
Gross global added value	967.139,29
depreciation (-)	23.339,00
Total Net Added Value	943.800,29

Value Added Distribution Account (2015)

A) Staff Remuneration	744.294,60
B) Public Administration Remuneration	40.602,59
C) Remuneration to Credit Capital	47.603,37
D) Risk Capital Remuneration	109.619,56
E) Company Remuneration	-
E) External donation	1.680,17
Total Net Added Value	943.800,29



3. Responsibility towards the staff

The particular attention paid to the needs of the people who are *part of* Energika is one of the *guiding values* of the company, which influences the strategic choices and the relationships with its various interlocutors.

Relationships of trust that lead to a growing teamwork between Energika's people, customers and other actors involved in consulting and energy efficiency, such as energy suppliers on the free market or technology producers.

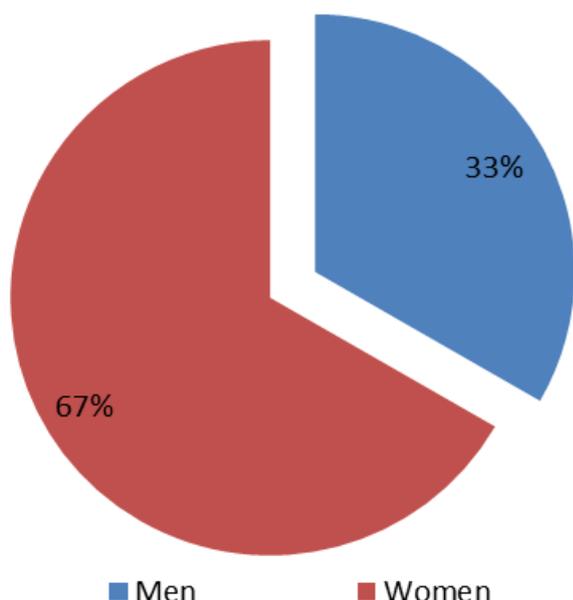
The desire to create and maintain a pleasant working environment, which stimulates individual growth, where each person can achieve their individual and team goals is tangible by analyzing the results produced by the application of equal opportunities policies, the characteristics of the relationships work in progress, from the employment policies pursued, from the attention to professional training and from the creation and respect of the general business climate.

3.1 Equal opportunities policies

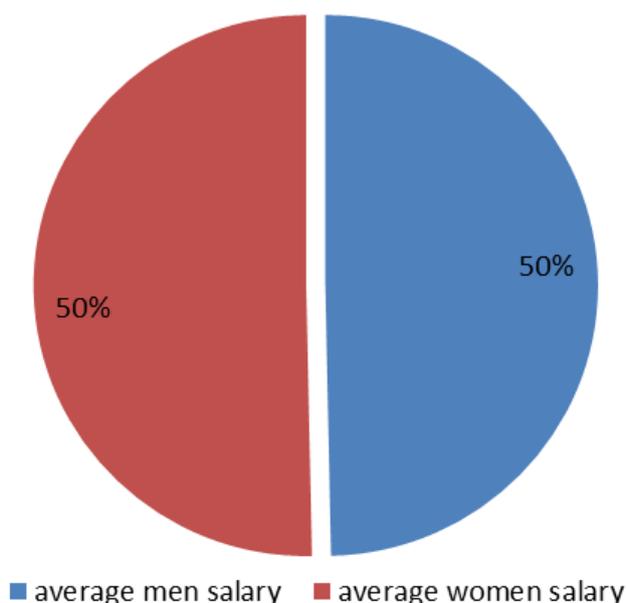
The company adopts the policies of protection against all forms of discrimination at work, from the moment of recruitment. This is evidenced by the composition of the company staff, provided for 67% by women and 33% by men, and the average salary:

Equal opportunities policies

- ATTENDANCE -



- REMUNERATION -



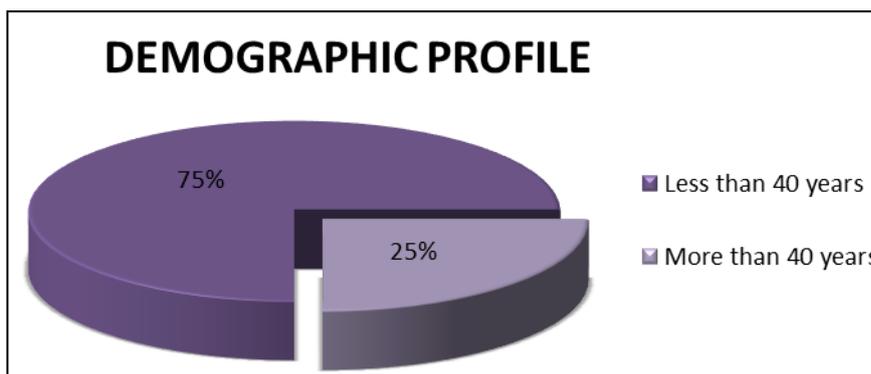
3.2 Characteristics of work relationships

The more the company grows, the more there is the need to have people to count on and to whom to delegate part of their activities without conditioning or discrimination of any kind, even and especially in the definition of career paths. The professional growth sought and recognized *in the company* and the enhancement of the skills of individuals *within the structure* are pursued by stimulating employees to develop their skills and encouraging long-term careers: 100% of the employment relationships are in fact indefinitely.

Not quantifiable in tables or graphs but tangible simply observing the daily business life is the continuous comparison, even on important issues, between those in Energika has responsibility for decisions and their employees.

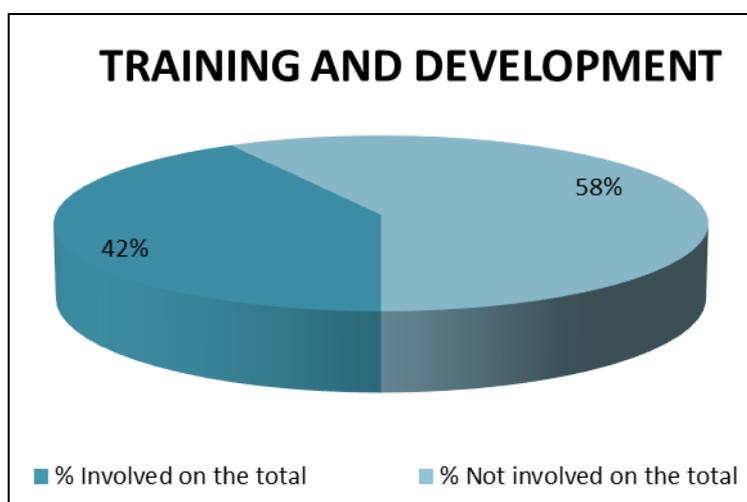
3.3 Employment policies

A young company, strongly oriented towards young people and their ability and motivation for growth, which in fact results in a clear social impact in terms of contribution to inclusion in the world of work.



3.4 Professional training

The development of an increasing technical competence and the enthusiasm deriving from the continuous search for professional improvement represent, for the company, a real "competitive advantage". In 2015, 42% of employees participated in professional training programs, fully paid by the company in terms of both explicit cost (courses) and implicit (participation in paid work hours).



3.5 Working environment

Ensuring the motivation and involvement of human resources through the enhancement and development of individual skills is also pursued through the construction and maintenance of a comfortable and stimulating work environment, so as to favor inter-professional relationships.

A company that protects its resources, believes and works for equal opportunities, and for a balanced work-family relationship.

The search for a sort of equivalence between company and family and between those in charge of decisions (members / administrators) and employees translates into solutions that are adopted to achieve the right balance between work and private life for their staff, by granting, as far as possible, what the employee wants in terms of flexibility in working hours as well as the ability to do their own work from home.

Probably it is also for all the above that we can speak, for Energika, of "satisfaction of the personal stakeholder" whose most immediate indicators are the total absence of controversies related to privacy, problems of absenteeism, taking disciplinary measures and causes of work towards their employees, as well as resignation for just cause.

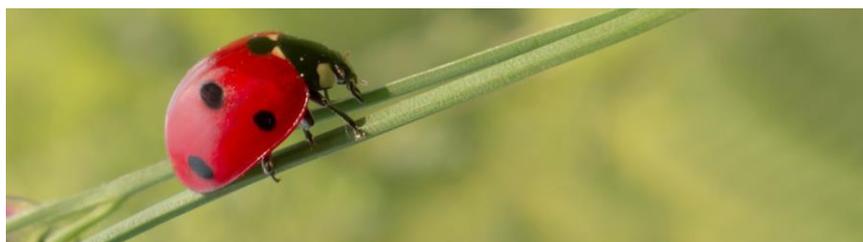


4. Environment and community responsibility

Those who adopt every warning and any system aimed at containing consumption, even if they do so for economic reasons, implicitly **reduce the polluting effects** that are inevitably generated in the transformations of energy. Spreading energy saving and efficiency practices, optimizing energy production and distribution systems, and improving energy efficiency on the demand side, is Energika's Mission.

The approach to the problem of "energy efficiency" takes place on the part of Energika through the technique of the **Energy Audit**; in some cases it guarantees unexpected results with solutions that are simple to implement and at very low costs; in others it is the starting point for a demanding, and above all continuous, consumer work, which aims at changing the working method of its production reality. An Energy Audit, in fact, leads to an attitude of continuous control of the results obtained and leads more and more attention to the energy problem over time, subjecting the production plant to a careful analysis of energy management and utilization plants and transformation into the environment in which they are located, therein contemplated the building envelope. Only through such an approach can we identify the critical issues present within the productive reality and, through subsequent analyzes, the solutions suitable for improving the efficiency both of technological systems and their use. The Energy Audit is aimed at all companies and all consumers who want to optimize the flow of energy in order to minimize the consumption of energy for the same product returned, thus embarking on a path of continuous improvement, which in addition to being an important lever of competitiveness for many small and medium-sized enterprises, generates important implications on the community and on the environment.

Energy efficiency also has a positive impact on the environment, reducing the consumption of energy carriers and the production of pollutants, and on safety aspects. Commission Regulation (EC) No. 739/2003 of 28 April 2003 indicates that the quantities of energy consumed / demanded, if a **market oriented towards demand management** can be reached, can be drastically reduced, without thereby renouncing or decreasing , the comfort today enjoyed by the final user. In this way, a vision of the energy market is envisaged which involves the active participation of the end user who moves from a passive actor, not able to formulate technical choices, to a **subject able to evaluate options and behaviors, thus also influencing tariffs and production**, as well as on its own costs in a direct way.



The *Demand Side Management* programs, activated by Europe following the North American example, are divided into the following points:

- a. *general and general information programs for all users, illustrating the various intervention options to achieve efficiency;*
- b. *specific and targeted information programs for industry and commerce;*
- c. *financial programs that help users to purchase energy efficiency measures;*
- d. *"turnkey" programs to supply and install technology packages to the end user;*
- is. *differentiated charging programs based on the times and the time of energy use, in order to manage loads better;*
- f. *schemes and incentives to invest in efficiency programs to favor the search for new technologies.*

The nature of the service highlights the peculiarity that the work carried out is adapted according to the characteristics of the client, making it a personalized service.

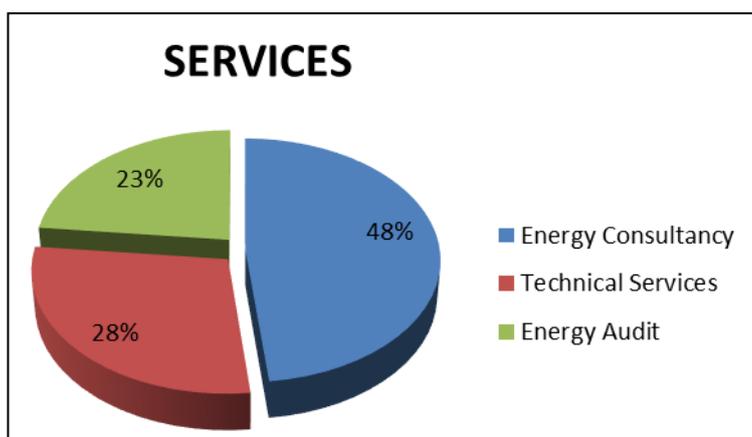
Demand Side Management

The term Demand Side Management (DSM) refers to the set of activities aimed at creating efficiency on the user's side, including all the economic policies that allow to improve the end use of energy carriers. This includes behaviors and choices, technical and economic, able to put under the control of the final user:

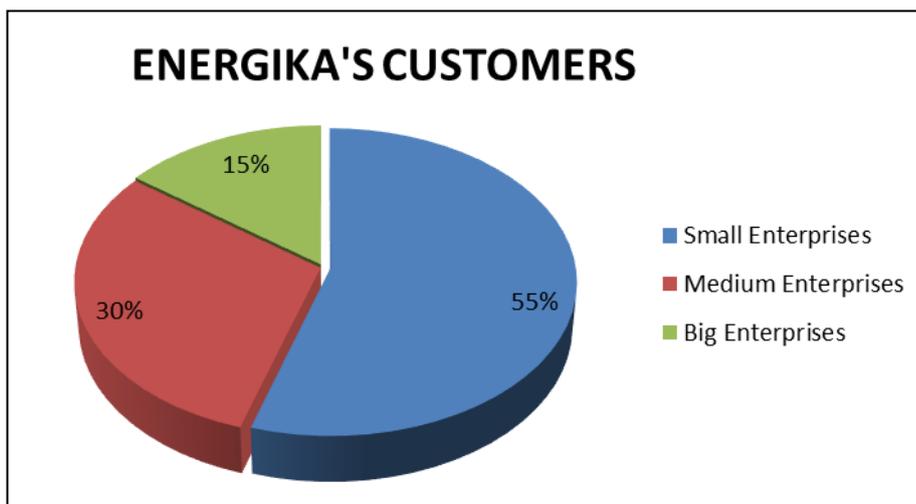
- How much energy to use
- How to use it
- When to use it

All this means that we go in the direction set by European directives and standards: a global or integrated approach aimed at influencing the volume and timing of energy consumption in order to reduce primary energy consumption and load peaks. This objective is possible by giving priority to investments in energy efficiency measures with respect to investments aimed at increasing generation capacity, provided that the former represent the most effective and economic option.

Energika carries out to all effects a business activity, aimed at obtaining profits from the exploitation of its own resources. However, this activity coincides with the optimization of the exploitation of energy resources: the specificity of the core business, which consists of optimizing its results, ensures that the **increase in profits therefore generates an improvement in the environmental impact**, creating a virtuous relationship with the environment stakeholder. In this way, Energika is constantly **promoting culture with respect to the environment and the social community** by improving the exploitation of energy resources (by their nature not infinite), paying attention to the quality and quantity of those used, and to the environmental effects of 'company.



The prevalence of customers are small and medium-sized companies:



With the following geographical distribution:

