

HSE & Sustainability
services

COMPANY PROFILE

2026





Shelter means refuge.

And that is exactly what
we want to be for our stakeholders.

A place, before even being a service, where they can rely on competent, trustworthy people guided by concrete values such as respect, transparency and collaboration.

A safe point of reference when the context becomes complex, a solid presence capable of providing technical support, clarity, and an understanding of needs.



Our Values

We are an efficiency accelerator.

WHO WE ARE

Our mission is to make business processes simpler, faster, and more sustainable.

We strategically coordinate resources, technologies, and expertise to support the growth and innovation of organizations.



We transform complexity into value

OUR APPROACH

Our support consists in building shared solutions that simplify business processes, unlocking potential to generate concrete and measurable change.

We optimize

We reduce costs, time, and impacts to make processes more efficient.

1

We support

We provide technical expertise and strategic vision.

2

We empower

We foster the growth of people, technologies, and projects, unleashing their potential.

3

We enable responsibility

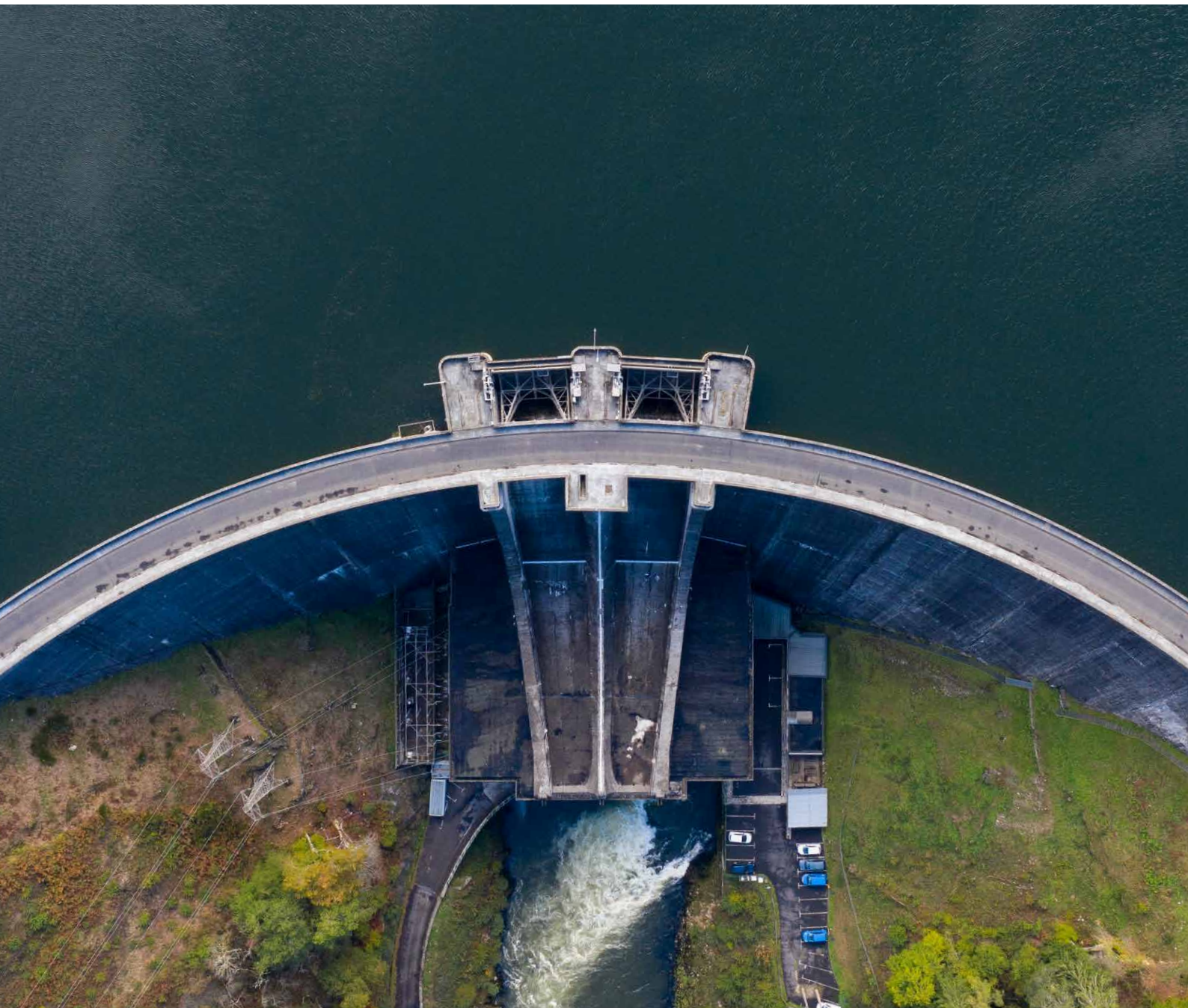
We encourage sustainable and lasting change for organizations.

4

Towards an evolved production ecosystem.

OUR VISION

We envision a dynamic production system, capable of evolving rapidly, intelligently, and responsibly. An environment where operational efficiency and environmental sustainability move in the same direction. Every day, we work so that every project we follow represents a step forward toward this goal.



OUR HISTORY

Shelter was founded in 2010 from the shared ambition of a group of professionals in environment, health, and safety, united by the desire to create an independent, sustainable, and competitive consultancy firm, able to operate successfully both in Italy and abroad.

2010

Foundation

Shelter was born in Milan, founded by former colleagues from a multinational company in the HSE sector.

2012

Social Commitment

We began our journey toward social responsibility, culminating in the first Sustainability Report in 2022.

2016

Tap Project

The project that enabled us to grow internationally.

2017

Joining RSK Env. Italia

We acquired 30% of RSK Env. Italia, expanding our services (contaminated site remediation).

2018

Internationalization

Expansion of SHELTER services through new international partnerships.

2021

New Offices

Start of local presence with the opening of branches in Brindisi (2021), Sassari (2022) and Ferrara (2024).

2024

Partnership

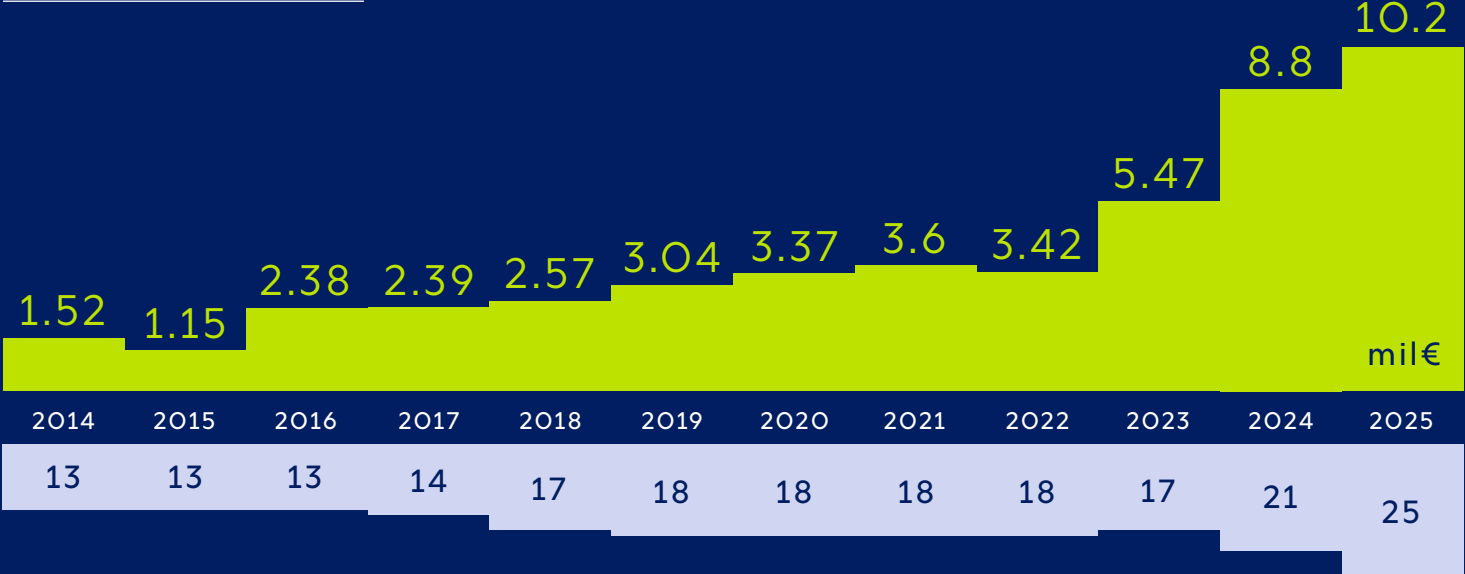
Equity participation for employees identified by Shelter as strategic.

2025

Internal Remediation

The remediation service was brought in-house, having previously been managed by RSK Env. Italia.

REVENUE AND EMPLOYEES



The Shelter team

Today we are a multidisciplinary team of over 25 professionals including engineers, geologists, marine biologists, environmental scientists, and other specialists, united by passion, curiosity, and teamwork.

BOARD OF DIRECTORS

Marco Scabbia
Managing Director
Technical Manager

Stefano Lodi
Director
Technical Manager

Claudio Scura
Director
Technical Manager

MANAGEMENT TEAM

Federica Giovi
Senior Project Manager
Technical Manager

Mauro Cairo
Senior Project Manager
Senior Expert

Paolo Bigoni
Senior Project Manager
Senior Expert

Alessandro Aresu
Business Development
Coordinator
Senior Project Manager
Technical Manager

PROJECT MANAGERS

Eva Vingiano
Project Manager
Senior Consultant

Marco Landeschi
Project Manager
Senior Expert

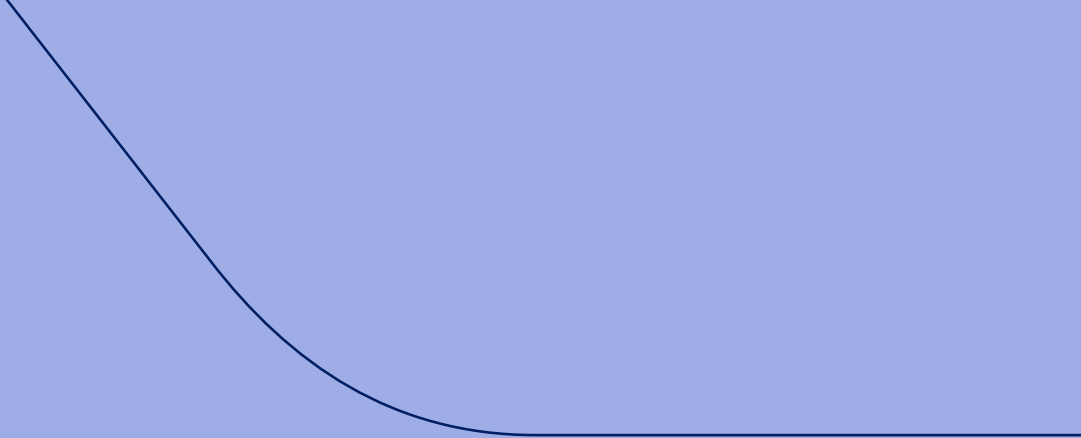
Angelo Leggieri
Project Manager
Senior Consultant

Francesca Ghirardelli
Project Manager
Senior Expert

Federico Zambra
Project Manager
Senior Consultant

Paolo Pezzolato
Project Manager
Senior Expert

Manuela Aloisi
Project Manager
Senior Consultant



Corporate responsibility and commitment

Since our foundation in 2010, we have adopted a structured organizational approach inspired by international corporate models. The introduction of a quality management system, UNI EN ISO 9001 certified since 2015, has enabled us to define strategic objectives focused on Client diversification and service offering. Alongside this, we have committed to environment, health, and safety, demonstrated by UNI EN ISO 14001 certification (since 2019) and UNI EN ISO 45001 (since 2017, previously BS OHSAS 18001).

Sustainability is the value on which our corporate culture is built. For every project, we carefully assess environmental risks and impacts with the goal of eliminating or reducing hazards, protecting both people and the environment.

For us, the integration of ESG (Environment, Social, Governance) criteria is a driver of growth and innovation. Over time, we have consolidated a multidisciplinary team and built strategic international partnerships. Since 2017, we have joined the shareholding of RSK Env. Italia srl (part of RSK Group Limited), managing services in contaminated site characterization and remediation.

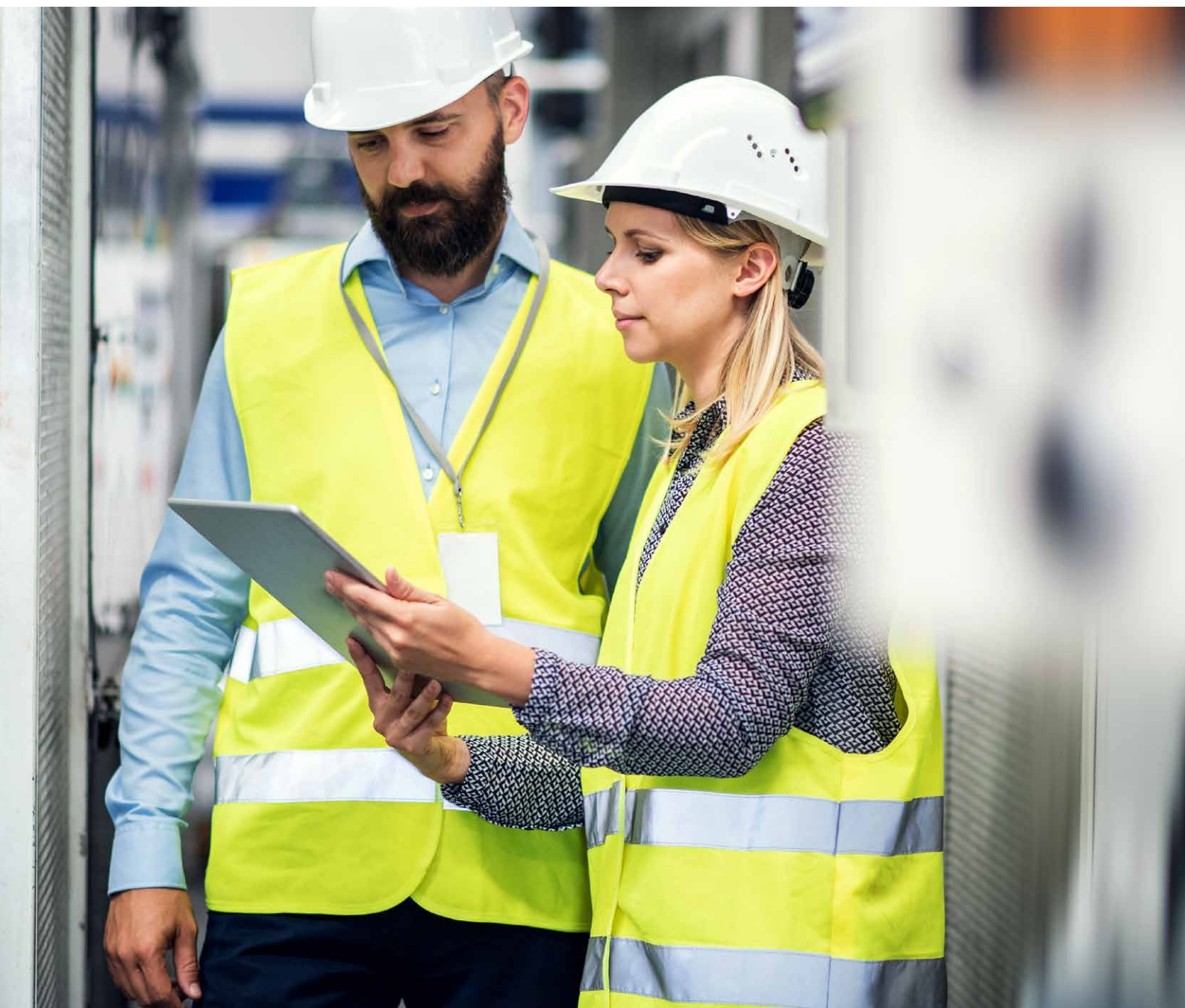
Our commitment translates into concrete actions aimed at generating sustainable value for Clients, people, and territories.

HSE and sustainability

SERVICES

We provide the technical, methodological, and managerial expertise needed to tackle even the most complex scenarios with confidence.

From strategy definition to operational management, and from risk control to environmental protection.



The 5 areas of intervention

REM 2%

COM 5%

SSA 17%

PER 17%

ENV 59%

Through 5 areas of intervention, we help organizations make every project possible, safe, and sustainable.

REM

Remediation Consultancy

Qualified support to identify and remediate environmental contamination.

COM

Compliance

Integrated systems to ensure safety, legality, and risk management.

SSA

Sustainability Advisory

Concrete and measurable strategies to integrate sustainability into business processes

PER

Permitting

Authorizations to operate in compliance with current regulations.

ENV

Environmental Monitoring

Environmental analyses to support decision-making and authorization processes

1

Remediation Consultancy

Through our technical consultancy services for environmental remediation, we support Clients in identifying, assessing, and managing soil, subsoil, and groundwater contamination. We offer specialized expertise to design and supervise effective, safe, and regulation-compliant remediation interventions.

Our approach is based on in-depth analyses, technical modeling, and tailored intervention plans, working alongside a network of experts in environmental engineering, hydrogeology, applied chemistry, and toxicology. This enables us to provide integrated, scientifically robust solutions optimized for environmental risk management.

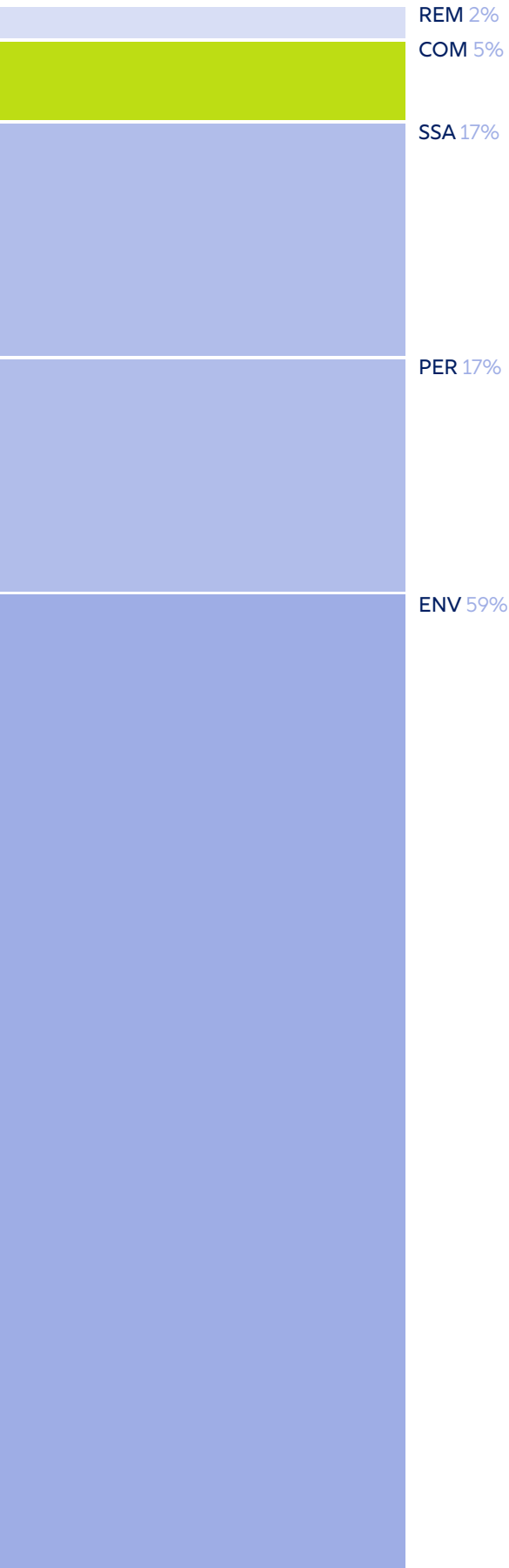
OUR ACTIVITIES INCLUDE:

- Characterization and assessment of environmental contamination
- Design and supervision of remediation interventions
- Post-intervention monitoring and evaluation of treatment effectiveness
- Contamination and remediation modeling and simulation
- Technical support for regulatory compliance and environmental authorizations
- Assistance in managing complex contaminated sites

Our approach integrates scientific rigor, regulatory updates, and technical communication skills, in support of well-documented and solid technical, regulatory and management strategies strategies.

2

Compliance



Through compliance services, we support organizations in achieving the highest regulatory and operational standards. We design, implement, and verify systems and processes that guarantee full regulatory compliance, respect for authorizations and corporate policies, while promoting continuous improvement in line with international standards. We manage the development, review, and optimization of HSE management systems, as well as training and the dissemination of a culture of safety and sustainability.

OUR ACTIVITIES INCLUDE:

- Gap analysis on HSE regulatory compliance
- Design and development of integrated HSE management systems
- Optimization of existing HSE systems
- System audits and regulatory compliance audits
- Training programs on HSE management systems
- Environmental and HSE monitoring plans
- Integration between HSE system and Model 231
- Implementation of HSE systems in international projects
- Specialist environmental studies
- Greenhouse gas emissions monitoring plans

With solid experience in complex projects with International Oil Companies (IOCs) and EPC (Engineering, Procurement & Construction) companies, we support our Clients in developing and managing HSE and industrial risk requirements, also in compliance with local regulations in the countries where they operate.

3

Sustainability Advisory

REM 2%

COM 5%

SSA 17%

PER 17%

ENV 59%

In our approach to sustainability, we combine the rigor of international reporting standards with expertise in auditing, compliance, and ESG performance assessment. We help organizations measure, integrate, and communicate the value generated by their projects across the three sustainability dimensions: environmental, social, and governance (ESG).

We build long-term collaboration paths with our Clients, guiding them from the definition of strategic priorities to the implementation, monitoring, and reporting of sustainability policies.

OUR ACTIVITIES INCLUDE:

- Drafting Sustainability Reports and Plans
- Support for Non-Financial Declarations (NFDs)
- Carbon footprint analysis and carbon neutrality planning
- Support within Emission Trading Systems (ETS)
- ESG rating improvement
- Materiality analysis
- Integration of ESG elements in company profiles and tenders
- Energy audits and performance management
- Support for environmental certifications, including LEED
- Verification of Minimum Environmental Criteria (CAM) and the DNSH Principle

Integrating sustainability into business models is now an essential factor for increasing market competitiveness and reputation.

4

Permitting

REM 2%

COM 5%

SSA 17%

PER 17%

ENV 59%

We support our Clients in obtaining the authorizations needed to launch and develop their projects, ensuring full compliance with national, regional, and local regulations, as well as with international reference standards.

We provide assistance at all stages of the permitting process, aiming to simplify procedures, reduce timeframes, and ensure effective dialogue with Competent Authorities. Specifically, we provide support for the granting of Integrated Environmental Authorizations (IEA) and Environmental, Social, and Health Impact Assessments, including the preparation of site environmental baseline studies, where required.

OUR ACTIVITIES INCLUDE:

- Preliminary studies on environmental aspects and impacts (Screening, EnvILD, PEIA)
- Environmental, social, and health impact assessments (EIA, SIA, VINCA, HIA)
- Stakeholder engagement and management
- Drafting and management of IEA and AUA applications
- Assistance with national and local authorizations and permits
- Support for greenhouse gas emission applications
- Modeling studies (noise, air quality, surface and groundwater)
- Secondary Permitting (Public Land Rights, Expropriation procedure and Verification of Compliance)

We carry out acoustic, atmospheric, and hydrological modeling studies in line with the highest industry standards, providing sensitivity analyses useful for the final configuration of the project to be authorized.

5

Environmental Monitoring

REM 2%

COM 5%

SSA 17%

PER 17%

ENV 59%

Through environmental monitoring services, we support organizations in obtaining and maintaining authorizations, preparing monitoring plans in line with the technical requirements set by current regulations and developed based on the collaboration and coordination with competent authorities.

We carry out surveys in terrestrial and marine environments, analyzing physical, biological, and landscape matrices. The data collected provides fundamental information for environmental assessments, calibration of predictive models, and spatio-temporal analyses of local phenomena.

OUR ACTIVITIES INCLUDE:

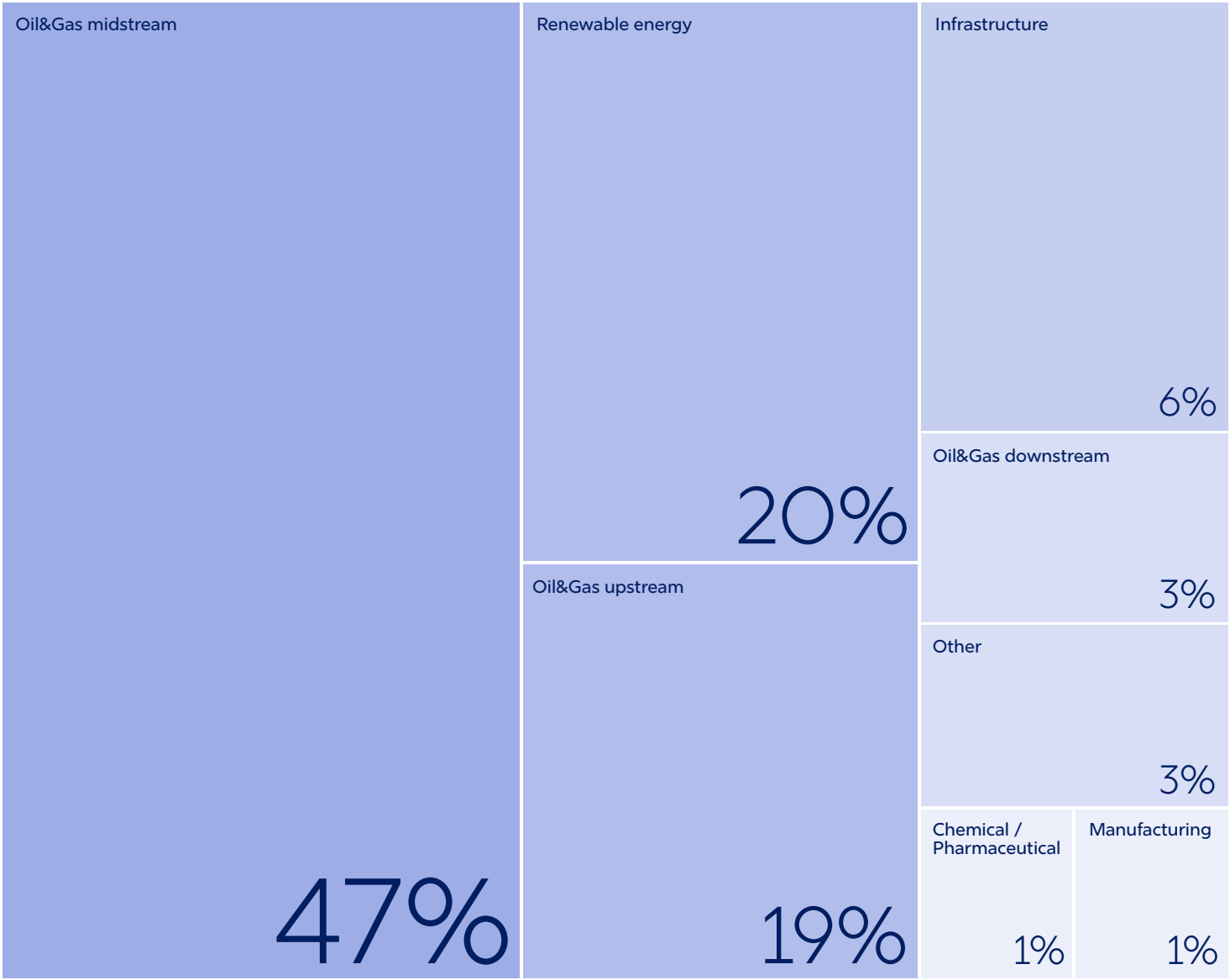
- Investigations on air, soil, subsoil, surface water, groundwater, noise, vibrations, onshore and offshore sediments
- Surveys on fauna, flora, vegetation, ecosystems, and landscape
- Archaeological surveys and waste management studies
- Bathymetric surveys (SBES, MBES) and seabed morphology mapping (side scan sonar, magnetometric surveys, sub-bottom profiler, ROV)
- Topographic surveys and mapping using drones, laser scanners, and multispectral and hyperspectral remote sensing
- Development of geo-databases and data collection and analysis systems (GIS / WebGIS)

We provide comprehensive support in the design and management of environmental monitoring, ensuring the integration of results into project decision-making and authorization processes.

Our sectors

SECTORS

We operate in strategic sectors for industrial development and the energy transition, with a strong presence in Oil & Gas and constant growth in renewables, energy and infrastructure. Our adaptability allows us to create value also in more specialized contexts, such as chemical-pharmaceutical and manufacturing, always with a technically solid and sustainability-oriented approach.



Corporate Social Responsibility

SOCIAL PROFILE

Since the start of our operations, we are committed to contributing to the well-being of our employees, as well as our suppliers and the community, by integrating ethical and sustainable practices into our business strategies to create value for all stakeholders and by supporting initiatives aligned with our values of social responsibility. We believe that protecting the environment also means supporting the people who live in it. This is why we continue to back socially beneficial projects, both locally and beyond. Below is a summary of the main initiatives we have supported.

Leone Moressa Foundation

Foundation responsible for studying immigration, multi-ethnic relations and the impact of migration policies, preparing an annual report and organizing events, seminars, debates, training and awareness-raising courses aimed at improving conditions for social integration. We contribute annually to support the foundation.



SOS Children's Villages

Worldwide organization founded in Austria in 1949. Provides support to children without family care or at risk of losing it. It guarantees each of them the right to grow up peaceful and healthy in a welcoming family environment, developing their full potential.

Long-distance adoption: through this association, we long-distance adopted an Ethiopian child whose father was orphaned and who was estranged from his mother, who was having financial difficulties in providing for him. We supported this child in his daily life and studies, since the successful graduation. A new child was then assigned to Shelter to continue our support.



Shelter with FAI to Protect Beauty and Create Value

In 2024, we renewed our commitment to protecting Italy's cultural and environmental heritage by joining the Corporate Golden Donor program of FAI – Fondo Ambiente Italiano. This initiative aligns with our sustainability approach, which integrates environmental, social, and territorial responsibility.

FAI is committed to preserving and promoting Italy's historical, artistic, and natural heritage, while encouraging public access and awareness. Through restoration, education, and civic engagement, it contributes to a more conscious and livable country. Supporting FAI is a concrete step in our effort to create lasting, positive impact on both society and the environment.



Palla al Centro: building future through education and opportunity

As part of our commitment to social responsibility, Shelter is proud to support Palla al Centro, a project by the Francesca Rava Foundation – NPH Italia ETS, dedicated to creating a space for inclusion and growth within the Cesare Beccaria Juvenile Detention Center.

Through art therapy workshops, practical training, and sports and cultural activities, the initiative builds bridges between the inside and the outside, offering meaningful opportunities to young people during a challenging stage of their lives.

Our support represents a small but heartfelt contribution to the Foundation's mission: guiding these young individuals on their path of rebirth, helping them recognize their value, and imagine a different, brighter future.







All data and information contained in this document are up to date as of December 31, 2025.

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