



ANNEX 1
ANNEX 2
OPINION EY



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group

ANNEX 1

Non-financial indicators

The following tables show the main non-financial data relating to Chapter 1:

THE ENAV GROUP

Table 1.

Group size [GRI 102-7]

Organisation size	u.m.	2017	2016
Organisation size	€ 000	881,824	865,271
Total capitalisation		2,003,454	2,006,315
Payables		883,489	886,489
Equity		1,119,965	1,119,826

Table 2.

Total number of individuals within the governing bodies of the companies divided by age group and gender. [GRI 405-1]

Members of the governing bodies (head count)	2017						2016					
	Men		Women		Total		Men		Women		Total	
	n.	%	n.	%	n.	%	n.	%	n.	%	n.	%
<i>less than 30 years old</i>	0	-	0	-	0	-	0	-	0	-	0	-
<i>between 30 and 50</i>	5	41.7	0	0	5	41.7	4	40	0	0	4	40
<i>over 50</i>	3	25	4	33.3	7	58.3	3	30	3	30	6	60
Total	8	66.7	4	33.3	12	100	7	70	3	30	10	100

Table 3.

Total number of individuals within the supervisory bodies of the companies divided by age group and gender. [GRI 405-1]

Members of the supervisory bodies (head count)	2017						2016					
	Men		Women		Total		Men		Women		Total	
	n.	%	n.	%	n.	%	n.	%	n.	%	n.	%
<i>less than 30 years old</i>	0	-	0	-	-	-	0	-	0	-	-	-
<i>between 30 and 50</i>	3	50	2	33.3	5	83.3	3	50	2	33.3	5	83.3
<i>over 50</i>	1	16.7	0	0	1	16.7	1	16.7	0	0	1	16.7
Totale	4	66.7	2	33.3	6	100	4	66.7	2	33.3	6	100

Table 4.

Sanctions received for the violation of laws and regulations regarding the environment and personnel management. [GRI 307-1 and 419-1]

In 2016 and 2017 there are no significant monetary or non-monetary sanctions received for the violation of environmental laws and regulations.

In 2016 and 2017 there are no significant monetary or non-monetary sanctions received for the violation of personnel management laws and regulations.

The following tables show the main non-financial data relating to Chapter 3:

COMMUNITY

Table 5.

Number of flight hours carried out by the air fleet divided between national territory and foreign contracts.

Flight hours	u.m.	2017	2016
National Territory	Hours	881.68	982.1
Abroad		945.62	913.2
<i>Saudi Arabia</i>		703.25	615.55
<i>Kenya</i>		73.66	95.55
<i>Eritrea</i>		-	12.2
<i>Uganda</i>		38.66	18.25
<i>BLU GNSS</i>		16.66	4.4
<i>Seneca</i>		0	16.3
<i>Portugal</i>		0	0
<i>Albania</i>		21.16	28.5
<i>Lithuania</i>		23.58	21
<i>Abu Dhabi</i>		37.58	101.45
<i>Beyond</i>		2.41	0
<i>Onda (Marocco)</i>		20.25	0
<i>Phoenic (Romania)</i>		8.41	0
Total		1,827.30	1,895.30

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Table 6.

Average response time on extraordinary interventions thanks to the radio navigation service.

Average response time on extraordinary interventions	u.m.	2017	2016
Average response time	Hours	24	24

Table 7.

Number of hours of outside training in the classroom divided by recipient category.

Training hours by category	u.m.	2017	2016
Private Customer	Hours	12,565	3,484
Customer Company		16,008	2,782
Total		28,572	6,266

Table 8.

Number of third parties involved in classroom external training activities divided by category of recipient.

Number of third parties involved by category	u.m.	2017	2016
Private Customer	n.	88	25
Customer Company		178	103
Totale		266	128

Table 9.

Number of hours of external e-learning training divided by recipient category.

Training hours by recipient category	u.m.	2017
Company	Hours	1,264
University		720
Total		1,984

Note: 2016 e-learning external training data is not available.

Table 10.

Number of third parties involved in e-learning external training activities divided by category of recipient of the training.

Number of third parties involved by recipient category	u.m.	2017
Company	n.	434
University		40
Total		474

Note: 2016 e-learning external training data is not available.

Table 11.

Results of the training events carried out in 2017 in favour of local development.

Activities carried out	Days	Guests
ITAER Event on Francesco Baracca	1	200
Teaching visit ITI Marconi	1	39
Teaching visit Lindbergh Flying School	1	27
Teaching visits ITAER Forlì	3	90
Total	6	356

Table 12.

Results of training activities for local development carried out in 2017.

Activities carried out	Days of presence	Guests
Apprenticeship Training	2,149	416
Teaching visits	1,515	1,515
Intercultura (Initiative for the benefit of the children of employees)	3,030	21
Total	6,694	1,952

Table 13.

Internal cost to carry out the training activities for local development carried out in 2017.

Training costs	u.m.	2017	2016
Cost for apprenticeship training	€ 000	266	249
Cost for teaching visits		44	35
Intercultura		165	166
Total		475	450

Table 14.

Investments in infrastructure.

Investment	u.m.	2017	2016
Infrastructure	€ 000	105,000	101,000
a)Implementation and maintenance of operational technology infrastructures		51,000	54,000
b)Evolution of the ATM technology platform with new operational concepts		34,000	32,000
c)Infrastructures and installations		14,000	7,000
d)Management Information Systems		6,000	8,000

Note: Value of CAPEX 2017 equal to EUR 115.4 million €

Table 15.

Relationship with the customer: Average system availability. (Scope: Techno Sky)

Average system availability	u.m.	2017	2016
Average system availability percentage	%	99.981	99.976

Table 16.

Relationship with the customer: Percentage of failures recovery at the first intervention. (Scope: Techno Sky)

Recovery of the failures at the first intervention	u.m.	2017	2016
Percentage recovery of the failures at the first intervention	%	90.57	89.83

Table 17.

Relationship with the customer: Hours for repair and restoration. (Scope: Techno Sky)

Repair and restoration	u.m.	2017	2016
Average times for repair and restoration	Minutes	33.59	45.461

Table 18.

Processing days for metrological confirmation activities. (Scope: Techno Sky)

Processing for metrological confirmation activities	u.m.	2017	2016
Average processing time for metrological confirmation activity of the weather sensors	Days	11.43	13.02

Table 19.

Stakeholders' degree of involvement. [GRI 102-43]

Stakeholders' degree of involvement	u.m.	2017	2016
Stakeholder engagement initiatives	n.	11 (one to one) + 1 Plenary and 2 Workshops	6 (one to one) + 1 Plenary + 1 Open Day
Number of stakeholders involved		More than 20	More than 20
Other		Cooperation Agreements	

Table 20.

Percentage of new suppliers evaluated according to social aspects. [GRI 414-1]

Percentage of new suppliers	u.m.	2017	2016
Percentage of new suppliers evaluated according to social aspects (ENAV)	%	100	100
Percentage of new suppliers evaluated according to social aspects (Techno SKY)		100	100
Percentage of new suppliers evaluated according to social aspects (ENAV Asia Pacific)		-	-

Table 21.

Average period of payment of the suppliers. [GRI 102-43]

Number of days per payment of suppliers (ENAV)	u.m.	2017	2016
Average period of payment of the suppliers	Days	34.01	29.75
Average advance (delay) in relation to contractual conditions		-	-
Number of days per payment of suppliers (Techno Sky)	u.m.	2017	2016
Average period of payment of the suppliers	Days	30	60
Average advance (delay) in relation to contractual conditions		10	19
Numero di giorni per pagamento fornitori (ENAV Asia Pacific)	u.m.	2017	2016
Average period of payment of the suppliers	Days	5	5
Average advance (delay) in relation to contractual conditions		-	-

The following tables show the main non-financial data relating to Chapter 4:

ENVIRONMENT

Table 22.

Consumption of electricity, fuel for the operation of offices and structures (e.g. control towers) and of the car and aircraft fleet (divided into renewable/non-renewable). [GRI 302-1]

Consumption	u.m.	2017	2016
Electricity	GJ	251,347.82	254,504.07
<i>from non-renewable sources</i>		250,162.12	253,658.69
<i>from renewable sources</i>		1,185.69	845.38
Fuel for offices and facilities		33,257.65	38,734.89
<i>Diesel</i>		5,041.55	4,764.63
<i>Natural gas</i>		28,216.10	33,970.26
Car Fleet fuel		6,805.17	6,549.72
<i>Diesel</i>		4,051.52	4,802.72
<i>Petrol</i>		2,154.50	1,747.00
<i>CNG</i>		496.54	38.33
<i>LPG</i>		102.60	153.07
Air Fleet fuel		26,035.00	27,594.29
<i>Jet fuel</i>		26,035.00	27,594.29
Total			317,445.64

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Table 23.

Emissions resulting from consumption of electricity (Source: TERNA for Italy; DEFRA for Malaysia), fuel for the operation of offices and structures (e.g. control towers) and the fleet of cars and aircraft (Source: DEFRA). [GRI 305-1 e 305-2]

Emissions	u.m.	2017	2016	
Electricity	t CO ₂ eq	26,063	26,425.45	
Fuel for offices and facilities		1,787.06	2,053.83	
<i>Diesel</i>		343.62	324.84	
<i>Natural gas</i>		1,443.44	1,728.99	
Car Fleet fuel		445.25	438.81	
<i>Diesel</i>		276.14	327.43	
<i>Petrol</i>		137.60	111.37	
<i>CNG</i>		25.40	1.96	
<i>LPG</i>		6.11	9.12	
Air Fleet fuel		1,791.06	1,897.34	
<i>Jet fuel</i>		1,791.06	1,897.34	
Total			30,086.25	30,815.43

Table 24.

Avoided emissions due to electricity supplied by current photovoltaic systems. [GRI 305-5]

CO₂eq Emissions avoided	u.m.	2017	2016
CO ₂ eq Emissions avoided	t CO ₂ eq	123.51	88.06

Table 25.

Number of work trips of personnel and kilometres travelled by type of transport used.

Number of trips	u.m.	2017	2016
Train	n.	1,218	1,400
Aircraft		4,968	5,140

Kilometres travelled	u.m.	2017	2016
Train	Km	779,831	903,414
Aircraft		7,868,763	7,506,623
Short haul flight (<3700 km)		5,223,728	5,152,995
Long haul flight (>3700 km)		2,645,035	2,353,628

Table 26.

Emissions generated by type of transport used (Source: DEFRA). [GRI 305-3]

Emissions	u.m.	2017	2016
Train	t CO ₂ eq	10	11
Aircraft		1,363	1,319
Short haul flight (<3700 km)		841	868
Long haul flight (>3700 km)		522	451

Table 27.

Reductions in the routes and their impacts deriving from the FEP Italia (Flight Efficiency Plan) project, highlighting, moreover, the result achieved since the beginning of the FEP project.

Main results achieved	u.m.	2017	2016	Total 2015-2017
Reduction of routes	km	-288,792	- 492,200	- 3,382,000
Reduction of fuel used	kg	-952,500	-1,917,000	-11,060,000
Reduction of emissions of CO ₂	kg CO ₂	-3,000,500	- 6,038,500	- 34,839,000

Table 28.

Total weight of hazardous and non-hazardous waste, broken down by type of disposal. [GRI 306-2]

Total weight of hazardous waste	u.m.	2017	2016
Landfill Disposal (Code D15 - Preliminary deposit before one of the disposal operations)	<i>t</i>	3.347	ND
Recovery (Code R13 - Preliminary deposit before one of the recovery operations)		69.958	ND
Total		73.305	65.419
Total weight of non-hazardous waste	u.m.	2017	2016
Landfill Disposal (Code D15 - Preliminary deposit before one of the disposal operations)	<i>t</i>	33.911	ND
Recovery (Code R13 - Preliminary deposit before one of the recovery operations)		128.919	ND
Total		162.830	87.639
Other non-hazardous wastes expressed in litres	u.m.	2017	2016
Sent to disposal	<i>Litres</i>	7,000	0
Total		7,000	0

Nota: In 2016, the separation of waste produced by ENAV and sent for disposal or recovery is not available.

Table 29.

Significant social or environmental funding. [GRI 412-3]

Significant social and environmental funding	u.m.	2017	2016
Significant social and environmental funding	<i>n.</i>	18	22
Total number of significant fundings		25	31
Percentage of significant social and environmental funding		72	71

Table 30.

Percentage of new suppliers evaluated according to environmental performance. [GRI 308-1]

Percentage of new suppliers	u.m.	2017	2016
Percentage of new suppliers evaluated according to environmental performance (ENAV)	<i>%</i>	0	0
Percentage of new suppliers evaluated according to environmental performance (Techno SKY)		0	0
Percentage of new suppliers evaluated according to environmental performance (ENAV Asia Pacific)		0	0

The following tables show the main non-financial data relating to Chapter 5:

PEOPLE

Table 31.

Total number of employees divided by Group companies. [GRI 102-8]

Total number of employees in the Group	u.m.	2017	2016
ENAV	n.	3,364	3,395
Techno SKY		815	793
ENAV Asia Pacific		2	2
Consortium SICTA		-	44
ENAV North Atlantic		-	-
Total		4,181	4,234

Table 32.

Employees divided by age, gender and category group. [GRI 405-1]

Employees (head count)	2017						2016					
	Men		Women		Total		Men		Women		Total	
	n.	%	n.	%	n.	%	n.	%	n.	%	n.	%
Executives	58	1.7	4	0.5	62	1.5	59	1.7	5	0.6	64	1.5
<i>less than 30 years old</i>	-	-	-	-	-	-	-	0	-	-	-	-
<i>between 30 and 50</i>	19	0.6	3	0.4	22	0.5	19	0.6	3	0.4	22	0.5
<i>over 50</i>	39	1.2	1	0.1	40	1	40	1.2	2	0.2	42	1
Middle Managers	359	10.8	55	6.5	414	9.9	370	10.9	55	6.4	425	10
<i>less than 30 years old</i>	-	-	-	-	-	-	-	0	-	-	-	-
<i>between 30 and 50</i>	147	4.4	28	3.3	175	4.2	149	4.4	28	3.3	177	4.2
<i>over 50</i>	212	6.4	27	3.2	239	5.7	221	6.5	27	3.2	248	5.9
White collars	2,868	86	787	93	3,655	87.4	2,901	85.8	794	93	3,695	87.3
<i>less than 30 years old</i>	205	6.1	40	4.7	245	5.9	218	6.4	40	4.7	258	6.1
<i>between 30 and 50</i>	1,805	54.1	476	56.3	2,281	54.6	1,828	54.1	479	56.1	2,307	54.5
<i>over 50</i>	858	25.7	271	32	1,129	27	855	25.3	275	32.2	1,130	26.7
Blue collars	50	1.5	-	-	50	1.2	50	1.5	-	-	50	1.2
<i>less than 30 years old</i>	1	0	-	-	1	0	1	0	-	-	1	0
<i>between 30 and 50</i>	30	0.9	-	-	30	0.7	34	1	-	-	34	0.8
<i>over 50</i>	19	0.6	-	-	19	0.5	15	0.4	-	-	15	0.4
Total	3,335	100	846	100	4,181	100	3,380	100	854	100	4,234	100

Table 33.

Total number of employees divided by contract type, geographical area (in which they are engaged) and gender. [GRI 102-8]

Employees (head count)	u.m.	2017			2016			
		Men	Women	Total	Men	Women	Total	
Fixed-term contract	n.	-	-	-	19	3	22	
<i>Italy</i>		-	-	-	19	2	21	
<i>America</i>		-	-	-	-	-	-	
<i>Asia</i>		-	-	-	-	1	1	
<i>Other - Europe</i>		-	-	-	-	-	-	
Permanent contract			3,335	846	4,181	3,361	851	4,212
<i>Italy</i>			3,335	843	4,178	3,358	848	4,206
<i>America</i>			-	-	-	-	-	-
<i>Asia</i>			-	2	2	3	2	5
<i>Other - Europe</i>			-	1	1	-	1	1
Total		3,335	846	4,181	3,380	854	4,234	

Note: in Asia, the 2016 figure includes deployed personnel.

Table 34.

Total number of employees divided by type of employment and gender. [GRI 102-8]

Employees (head count)	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Full-time employees	n.	3,327	801	4,128	3,358	835	4,193
Part-time employees		8	45	53	22	19	41
Total		3,335	846	4,181	3,380	854	4,234

Table 35.

Number of new hires, by age group, gender and geographic area. [GRI 401-1]

Number of new hires	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Italy	n.	117	29	146	148	27	175
<i>less than 30 years old</i>		84	19	103	134	24	158
<i>between 30 and 50</i>		31	8	39	12	2	14
<i>over 50</i>		2	2	4	2	1	3
America		-	-	-	-	-	-
<i>less than 30 years old</i>		0	0	-	0	0	-
<i>between 30 and 50</i>		0	0	-	0	0	-
<i>over 50</i>		0	0	-	0	0	-
Asia		-	-	-	-	2	2
<i>less than 30 years old</i>		0	0	-	0	0	-
<i>between 30 and 50</i>		0	0	-	0	1	1
<i>over 50</i>		0	0	-	0	1	1
Other - Europe		1	-	1	-	-	-
<i>less than 30 years old</i>		0	0	-	0	0	-
<i>between 30 and 50</i>		1	0	1	0	0	-
<i>over 50</i>		0	0	-	0	0	-
Total		118	29	147	148	29	177
<i>less than 30 years old</i>		84	19	103	134	24	158
<i>between 30 and 50</i>		32	8	40	12	3	15
<i>over 50</i>		2	2	4	2	2	4

Table 36.

Number of employees who left the Group, by age, gender and geographic area.

Employees who left the Group	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Italy	n.	127	28	155	148	29	177
<i>less than 30 years old</i>		86	18	104	106	18	124
<i>between 30 and 50</i>		7	1	8	4	3	7
<i>over 50</i>		34	9	43	38	8	46
America		-	-	-	-	-	-
<i>less than 30 years old</i>		0	0	-	0	0	-
<i>between 30 and 50</i>		0	0	-	0	0	-
<i>over 50</i>		0	0	-	0	0	-
Asia		-	-	-	-	-	-
<i>less than 30 years old</i>		0	0	-	0	0	-
<i>between 30 and 50</i>		0	0	-	0	0	-
<i>over 50</i>		0	0	-	0	0	-
Other - Europe		1	-	1	1	-	1
<i>less than 30 years old</i>		0	0	-	0	0	-
<i>between 30 and 50</i>		1	0	1	1	0	1
<i>over 50</i>	0	0	-	0	0	-	
Total	128	28	156	149	29	178	
<i>less than 30 years old</i>	86	18	104	106	18	124	
<i>between 30 and 50</i>	8	1	9	5	3	8	
<i>over 50</i>	34	9	43	38	8	46	

Table 37.

Turnover rate. [GRI 401-1]

Turnover rate	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Italy	%	3.8	3.3	3.7	4.4	3.4	4.2
America		-	-	-	-	-	-
Asia		-	-	-	-	-	-
Other - Europe		-	-	100	-	-	100
Total		3.8	3.3	3.7	4.4	3.4	4.2

Table 38.

Rate of new hires. [GRI 401-1]

Rate of new hires	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Italy	%	3.5	3.4	3.5	4.4	3.2	4.1
America		-	-	-	-	-	-
Asia		-	0	0	0	66.67	33.33
Other - Europe		-	0	100	-	0	0
Total		3.5	3.4	3.5	4.4	3.2	4.1

Table 39.

Number of hours of technical-operational training in classroom and e-learning divided by gender and category.

Training hours by gender and level	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Executives	Hours	53	-	53	-	-	-
Middle Managers		1,874	105	1,979	1,032	158	1,190
White collars		32,450	2,814	35,264	89,087	10,939	100,025
Blue collars		362	-	362	309	-	309
Total		34,738	2,919	37,657	90,427	11,097	101,524

Note: for 2016 the data of ENAV e-learning training is not available.

Table 40.

Number of employees involved in technical-operational training in the classroom and e-learning divided by gender and category.

Number of employees involved by gender and level	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Executives	n.	11	-	11	-	-	-
Middle Managers		190	11	201	138	21	159
White collars		1,441	166	1,607	2,265	298	2,563
Blue collars		9	-	9	7	-	7
Total		1,651	177	1,828	2,410	319	2,729

Note: for 2016 the data of ENAV e-learning training is not available.

Table 41.

Number of hours of management and specialist training in the classroom and e-learning divided by gender and category, including anti-corruption training.

Training hours by gender and level	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Executives	Hours	1,576	155	1,731	514	40	554
Middle Managers		2,907	598	3,505	3,734	468	4,202
White collars		4,049	2,533	6,582	8,772	3,826	12,598
Blue collars		-	-	-	-	-	-
Total		8,532	3,286	11,818	13,020	4,334	17,354

Note: the 2017 figure includes 67 hours of anti-corruption training provided by ENAV and Techno Sky.

Table 42.

Number of employees involved in management and specialist training in the classroom and e-learning divided by gender and category, including anti-corruption training.

Number of employees involved by gender and level	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Executives	n.	59	6	65	79	6	85
Middle Managers		115	35	150	512	73	585
White collars		423	208	631	2,166	654	2,820
Blue collars		-	-	-	-	-	-
Total		597	249	846	2,757	733	3,490

Note: the 2017 figure includes anti-corruption training provided by ENAV and Techno Sky.

Table 43.

Number of hours of health and safety in the workplace training in the classroom and e-learning divided by gender and category.
 (Scope: ENAV)

Training hours by gender and level	u.m.	2017		
		Men	Women	Total
Executives	Hours	26	-	26
Middle Managers		2,224	254	2,478
White collars		15,224	4,553	19,777
Blue collars		-	-	-
Total		17,474	4,807	22,281

Note: the 2016 data is not complete and the source of the data is not objective. For 2017, the QSG-HSE Function, even with the issuance of the "SGSSL-P. 6.1 Management of the Training for Health and Safety at Work" procedure, was able to handle the reporting of the OSH training supplied or to report for each type of worker the course they attended (e.g., First aid, Fire Fighting, Workers' Representative for Safety, etc.) distinguishing it as initial or upgrade or in low, medium or high risk.

Table 44.

Number of employees involved in the health and safety in the workplace training activity in the classroom and e-learning divided by gender and category. (Scope: ENAV).

Number of employees involved by gender and level	u.m.	2017		
		Men	Women	Total
Executives	n.	3	-	3
Middle Managers		376	44	420
White collars		2,569	778	3,347
Blue collars		-	-	-
Total		2,948	822	3,770

See the note in the preceding table

Table 45.

Cost for health and safety training (Scope: ENAV).

Training costs	u.m.	2017
Cost for internal trainers	€	-
Cost for external trainers		48,923
Other costs (logistics)		11,191
Total		60,114

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Table 46.

Number of hours of cross-training in the classroom and e-learning. (Scope: Techno Sky)

Training hours by gender and level	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Executives	Hours	816	40	856	85	-	85
Middle Managers		504	140	644	233	64	297
White collars		7,855	1190	9,045	6,003	671	6,674
Blue collars		266	-	266	50	-	50
Total		9,441	1,370	10,811	6,371	735	7,106

Note: the data also includes OHS training

Table 47.

Number of employees involved in of cross-training in the classroom and e-learning. (Scope: Techno Sky)

Number of employees involved by gender and level	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Executives	n.	14	1	15	4	-	4
Middle Managers		40	9	49	16	3	19
White collars		725	27	752	366	26	392
Blue collars		34	-	34	4	-	4
Total		813	37	850	390	29	419

Note: the data also includes OHS training

Table 48.

Average hours of training. [GRI 404-1]

Average hours of training (classroom and e-learning)	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Total number of training hours provided to employees	Hours	70,185	12,382	82,567	109,818	16,166	125,984
Total number of employees	n.	3,335	846	4,181	3,380	854	4,234
Average employee training hours	Hours/n.	21	15	20	32	19	30
Total number of training hours provided to Executives	Hours	2,471	195	2,666	599	40	639
Total number of Executives	n.	58	4	62	59	5	64
Average training hours provided to Executives	Hours/n.	43	49	43	10	8	10
Total number of training hours provided to Middle Managers	Hours	7,509	1,097	8,606	4,999	690	5,689
Total number of Middle Managers	n.	359	55	414	370	55	425
Average training hours provided to Middle Managers	Hours/n.	21	20	21	14	13	13
Total number of training hours provided to White collars	Hours	59,578	11,090	70,668	103,862	15,436	119,297
Total number of White collars	n.	2,868	787	3,655	2,901	794	3,695
Average training hours provided to White collars	Hours/n.	21	14	19	36	19	32
Total number of training hours provided to Blue collars	Hours	628	-	628	359	-	359
Total number of Blue collars	n.	50	-	50	50	-	50
Average training hours provided to Blue collars	Hours/n.	13	-	13	7	-	7

Nota: with reference to 2016 data for Health and Safety training at work the information is not complete and the source of the data is not objective. For 2017, the QSG-HSE Function, even with the issuance of the "SGSSL-P. 6.1 Management of the Training for Health and Safety at Work" procedure, was able to carry out the reporting of the OSH training supplied or to report for each type of worker the course they attended (e.g., First aid, Fire Fighting, Workers' Representative for Safety, etc.) distinguishing it as initial or upgrade or in low, medium or high risk.

Table 49.

Number of continuous training hours divided by gender.

Continuous training hours divided by gender and category	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Employees	Hours	68,309	7,590	75,899	64,929	7,215	72,144

Table 50.

Number of employees involved in continuous training divided by gender.

Number of employees involved by gender and category	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Employees	n.	1,710	190	1,900	1,720	191	1,911

Table 51.

Number of hours of continuous training operating units divided by gender.

Hours of continuous training operating units divided by gender and category	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Employees	Hours	75,296	8,367	83,663	110,060	12,229	122,289

Table 52.

Number of employees involved in continuous training operations units divided by gender.

Number of employees involved by gender and category	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Employees	n.	445	50	495	570	63	633

Table 53.

Number of discrimination incidents and actions taken. [GRI 406-1]

Discrimination episodes	u.m.	2017	2016
Number of reported discrimination incidents	n.	-	-
Number of episodes examined by the company		-	-
Number of action plans (remediation plan) defined		-	-
Number of action plans (remediation plan) that have been implemented		-	-
Number of episodes no longer subject to actions		-	-

Table 54.

Percentage of supply contracts including clauses for respecting human rights. [GRI 412-3]

Percentage of supply contracts where provisions for human rights or human rights assessments have been included	u.m.	2017	2016
ENAV	%	100	100
Techno Sky	%	100	100
ENAV Asia Pacific	%	0	0

Table 55.

Number of grievances with employees.

Number of grievances with employees	u.m.	2017	2016
Number of grievances with employees	n.	93	103

Table 56.

Number of new grievances with employees.

Number of new grievances with employees	u.m.	2017	2016
Number of grievances with employees	n.	11	12

Table 57.

Percentage of employees covered by collective bargaining agreements. [GRI 102-41]

Percentage of employees covered by collective bargaining agreements	u.m.	2017	2016
Percentage of employees covered by collective bargaining agreements	%	100	100

Note: The Executive staff is excluded from the calculation

Table 58.

Percentage of employees registered with a union.

Percentage of employees registered with a union	u.m.	2017	2016
Percentage of employees registered with a union	%	65	64

Note: The Executive staff is excluded from the calculation

Table 59.

Number of strikes.

Number of strikes	u.m.	2017	2016
Number of strikes	n.	4	11

Table 60.

Number of strike hours.

Number of strike hours	u.m.	2017	2016
Number of strike hours	n. Hours	36	92

Table 61.

Type of injuries, injury rate (Number of injuries/worked hours*1,000,000), Rate of occupational diseases (Number of occupation diseases/worked hours*200,000), rate of lost hours due to injuries (lost hours due to injuries/worked hours*1,000) and work-related fatalities, for all employees [GRI 403-2]

Employees	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Injuries		14	5	19	14	2	16
Italy	n.	14	5	19	14	2	16
America		-	-	0	0	0	-
Occupational disease cases		-	-	-	-	-	-
Italy	n.	-	-	-	-	-	-
America		-	-	-	-	-	-
Number of hours for absenteeism from accidents	Hours	2,207	461	2,668	2,601	365	2,966
Rate of lost hours due to injuries		0.4	0.4	0.4	0.5	0.3	0.5
Occupational disease rate	-	0	0	0	0	0	0
Injury Rate		2.8	4.4	3.1	2.9	1.8	2.7

Note: for **non-employees**, no injuries or deaths were recorded in 2017. In 2016, always with regard to non-employee personnel, 1 death was recorded.

Table 62.

Absenteeism rate by type and region (absentee hours/hours scheduled to be worked). [GRI 403-2]

Absenteeism rate by type and region	u.m.	2017			2016		
		Men	Women	Total	Men	Women	Total
Italy		0.033	0.055	0.038	0.024	0.043	0.028
Disease		0.032	0.055	0.037	0.022	0.042	0.026
Injury		0.001	0.001	0.001	0.001	0.001	0.001
Stress		0	0	0	0	0	0

ANNEX 2

Table: GRI Standard used in this document

GRI STANDARDS	Disclosure	Reference page
General Disclosure		
GRI 102: General Disclosures 2016	102-1 Name of the organization	16-17
	102-2 Activities, brands, products, and services	17 - 23
	102-7 Scale of the organization	16 – 21; 42-47
	102-8 Information on employees and other workers	16 – 17; 42-47; 150-151
	102-13 Membership of associations	74 – 77
	102-15 Key impacts, risks, and opportunities	24 – 25
	102-16 Values, principles, standards, and norms of behaviour	16-17; 28-29; 84-86; 116-117
	102-18 Governance structure	26
	102-24 Nominating and selecting the highest governance body	26 – 29
	102-41 Collective bargaining agreements	130 – 133; 159
	102-43 Approach to stakeholder engagement	9-10; 54-57; 78-83; 145-146
	102-46 Defining report content and topic boundaries	9 – 12
	102-47 List of material topics	9 – 12
	102-50 Reporting period	2017
	102-51 Date of the most recent report	Not applicable as this is the first Non-Financial Consolidated Statement
	102-52 Reporting cycle	Yearly
	102-56 External assurance	166-168
GRI STANDARDS		
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	25; 84-86
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	86
	205-3 Confirmed incidents of corruption and actions taken	From the analyses and the investigations conducted, no cases of acts of corruption (active or passive) were discovered. 86
GRI STANDARDS		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9– 12
	103-2 The management approach and its components	24-25; 96; 104 – 109
GRI 302: Energy 2016	302-1 Energy consumption within the organization	104-105; 147

GRI STANDARDS	Disclosure	Reference page
Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 96; 112
GRI: 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	112 – 113
GRI STANDARDS	Disclosure	Reference page
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 96; 104-109
GRI: 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	106; 147
	305-2 Energy indirect (Scope 2) GHG emissions	106; 147
	305-3 Other indirect (Scope 3) GHG emissions	106; 148
	305-5 Reduction of GHG emissions	108-109; 148
GRI STANDARDS	Disclosure	Reference page
Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 96; 110-111
GRI: 306 Effluents and Waste 2016	306-2 Waste by type and disposal method	111; 149
GRI STANDARDS	Disclosure	Reference page
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 38; 96
GRI: 307 Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	38; 142
GRI STANDARDS	Disclosure	Reference page
Supplier Environmental Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 96; 101-103
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	149
GRI STANDARDS	Disclosure	Reference page
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 116-117; 122-124; 128
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	42-47; 143-144
GRI STANDARDS	Disclosure	Reference page
Labor/Management Relations		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 130-133
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	133

GRI STANDARDS	Disclosure	Reference page
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24 – 25; 136-138
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Such disclosure is relevant only for employees and not for other categories of workers. 160
	403-3 Workers with high incidence or high risk of diseases related to their occupation	The Group personnel is exposed to the health and safety risks in the workplace that are reported in the section "Main non-financial risks". There are, however, no work activities which expose the worker to risks for specific diseases, or which have a high incidence from the risk exposure point of view.
GRI STANDARDS	Disclosure	Reference page
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 58-62; 84-86; 111; 118-120; 136-138
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	157
	404-2 Programs for upgrading employee skills and transition assistance programs	58-62; 84 – 86; 118-120; 136-138;
GRI STANDARDS	Disclosure	Reference page
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 28-29; 122-124;
GRI: 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	142; 150
GRI STANDARDS	Disclosure	Reference page
Non-discrimination		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 25; 122-123; 127
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	158
GRI STANDARDS	Disclosure	Reference page
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	25; 126-127
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	127
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	149; 159

GRI STANDARDS	Disclosure	Reference page
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 89; 93; 112
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	112 – 113
GRI STANDARDS	Disclosure	Reference page
Supplier Social Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	25; 80 - 83
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	146
GRI STANDARDS	Disclosure	Reference page
Customer health and safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24; 53-57; 66-68
GRI 416-1: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	The whole of the activities carried out by ENAV and Techno Sky
GRI STANDARDS	Disclosure	Reference page
Socioeconomic Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	9 – 12
	103-2 The management approach and its components	24-25; 38
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	39; 142



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Independent auditors' report on the consolidated disclosure of non-financial information in accordance with article 3, par. 10, of Legislative Decree 254/2016 and with article 5 of Consob Regulation adopted with Resolution 20267 (Translation from the original Italian text)

To the Board of Directors of
ENAV S.p.A.

We have performed a limited assurance engagement pursuant to article 3, paragraph 10, of Legislative Decree 30th December 2016, n. 254 (hereinafter "Decree") and article 5 of Consob Regulation adopted with Resolution 20267, on the consolidated disclosure of non-financial information of ENAV S.p.A. and its subsidiaries (hereinafter the "Group") for the year ended on 31st December 2017 in accordance with article 4 of the Decree approved by the Board of Directors on 12th March 2018 (hereinafter "DNF").

Responsibilities of Directors and Board of Statutory Auditors for the DNF

The Directors are responsible for the preparation of the DNF in accordance with the requirements of articles 3 and 4 of the Decree and the "Global Reporting Initiative Sustainability Reporting Standards" defined in 2016 by GRI - Global Reporting Initiative ("GRI Standards"), with regards to the selection of GRI Standards specified in the paragraph "Note on methodology" of the DNF, identified by them as a reporting standard.

The Directors are also responsible, within the terms provided by law, for that part of internal control that they consider necessary in order to allow the preparation of the DNF that is free from material misstatements caused by fraud or non-intentional behaviors or events.

The Directors are also responsible for identifying the contents of the DNF within the matters mentioned in article 3, par. 1, of the Decree, considering the business and the characteristics of the Group and to the extent deemed necessary to ensure the understanding of the Group's business, its performance, its results and its impact.

The Directors are also responsible for defining the Group's management and organization business model, as well as with reference to the matters identified and reported in the DNF, for the policies applied by the Group and for identifying and managing the risks generated or incurred by the Group.

The Board of Statutory Auditors is responsible, within the terms provided by the law, for overseeing the compliance with the requirements of the Decree.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants,

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based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior. Our audit firm applies the International Standard on Quality Control 1 (ISQC Italia 1) and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the DNF with the requirements of the Decree and of the GRI Standards, with regards to the selection of GRI Standards specified in the paragraph "Note on methodology" of the DNF. Our work has been performed in accordance with the principle of "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This standard requires the planning and execution of work in order to obtain a limited assurance that the DNF is free from material misstatements. Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the ISAE 3000 Revised ("reasonable assurance engagement") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the DNF were based on our professional judgment and included inquiries, primarily with company's personnel responsible for the preparation of the information included in the DNF, documents analysis, recalculations and other procedures in order to obtain evidences considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the relevant topics in relation to the activities and characteristics of the Group reported in the DNF, in order to assess the reasonableness of the selection process applied in accordance with the provisions of article 3 of the Decree and considering the reporting standard applied;
2. analysis and evaluation of the criteria for identifying the consolidation area, in order to evaluate its compliance with the provisions of the Decree;
3. comparison of the economic and financial data and information included in the DNF with those included in the ENAV Group's consolidated financial statements;
4. understanding of the following aspects:
 - o group's management and organization business model, with reference to the management of the topics indicated in article 3 of the Decree;
 - o policies adopted by the Group related to the matters indicated in article 3 of the Decree, results achieved and related key performance indicators;
 - o main risks, generated or suffered related to the matters indicated in the article 3 of the Decree.

With regards to these aspects, we obtained the documentation supporting the information contained in the DNF and performed the procedures described in item 5. a) below.

5. Understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the DNF.



In particular, we have conducted interviews and discussions with the management of ENAV S.p.A. and with the personnel of Techno Sky S.r.l. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the DNF.

Furthermore, for significant information, considering the Group activities and characteristics:

- at Group level
 - a) with reference to the qualitative information included in the DNF, and in particular to the business model, policies implemented and main risks, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence;
 - b) with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.
- for the companies ENAV S.p.A. and Techno Sky S.r.l., that we have selected based on their activity, relevance to the consolidated performance indicators and location, we have carried out site visits during which we have had discussions with management and have obtained evidence about the appropriate application of the procedures and the calculation methods used to determine the indicators.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the DNF of the ENAV Group for the year ended on 31st December 2017 has not been prepared, in all material aspects, in accordance with the requirements of articles 3 and 4 of the Decree and the GRI Standards, with regards to the selection of GRI Standards specified in the paragraph "Note on methodology" of the DNF.

Other Information

The comparative information presented in the DNF for the year ended on 31st December 2016 has not been examined.

Roma, 29th March 2018

EY S.p.A.
Signed by: Mauro Ottaviani, Partner

This report has been translated into the English language solely for the convenience of international readers.

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