



## CMCC VALUES STATEMENT

### MISSION

Investigating and modelling our climate system and its interactions with society and the environment, with a view to providing timely data in support of sustainable growth, environmental protection and the implementation of science-driven climate adaptation and mitigation policies based on the best available knowledge.

### VALUES

#### 1) Integrity and independence of research

The CMCC Foundation is an **independent research body**, not subject to any political agenda and/or economic interest. CMCC is committed to creating the conditions that are necessary to **preserve the freedom and independence** of its research, all related activities and its people, including the careful selection of funding sources.

#### 2) Sharing and dissemination

CMCC works with the aim of **encouraging the sharing of information, knowledge, experience and professional competencies**, both inside and outside the Foundation.

CMCC is committed to giving the **widest dissemination** and providing **free access** to its results and research data by making them available to the scientific community, decision-makers, stakeholders, and the civil society at large, with a view to supporting decisions and actions that can promote sustainable development of the environment and the society. The dissemination of the results of the analyses and forecasts is conducted in full compliance with the obligations towards the clients, with **thoroughness and impartiality**.

#### 3) Trasparency

CMCC follows the principle of **transparency and completeness of information**, not only when it carries out research activities, manages financial resources and reports on their allocation, but also in all interactions with institutional stakeholders and when it discloses and disseminates the results of its activities.

Transparency is guaranteed through an adequate organizational structure, the formalization of information management and staff training.



#### 4) The human and social capital at the heart of the scientific project

The human capital is a key component for the successful implementation and accomplishment of scientific research, and the related supporting activities, as well as the activities providing specialized support to institutional stakeholders and the private sector.

CMCC aims to attract, involve and enhance the value of experienced professionals of all subjects contributing to climate science, not only the technical – scientific ones but also those pertaining to social sciences, thereby building **successful interdisciplinary teams, that are balanced, integrated,** and able to achieve the intended objectives in a way that promotes the culture of knowledge and information sharing, including personal growth and development, people’s awareness of their contribution to common goals, and the respect for the environment as a common good.

CMCC **attaches great value** to the competencies, potential and commitment of people working towards the achievement of objectives. It encourages **professional and personal growth of its human resources** by creating and maintaining a welcoming, stimulating, and rewarding working environment, that is also healthy and safe.

In addition to supporting the growth of each individual, CMCC works relentlessly to create a **strong group identity within the Foundation** so that everyone feels part of a common project and, while sharing the values and mission of the Foundation, will contribute to the success of the project with their work, thus boosting awareness in the relevant contexts.

CMCC **rejects any form of discrimination in the workplace,** it respects **and actively promotes equal opportunities and diversity, including disability.** CMCC recognizes the value of the contribution of any category of workers and offers support and flexibility to people with limited means due to family and social conditions. CMCC enables its workers to contribute their full potential and develop their skills, regardless of their initial conditions or temporary limitations arising from family and social reasons.

Opportunities for training, professional growth, and access to benefits, are articulated without regard to gender, age, race, religious belief, sexual orientation, ethnic origin, or any other characteristic that is not related to the **skills, value, trustworthiness, and qualification of the individual.**

#### 5) Environmental responsibility

CMCC promotes respect for the environment on a daily basis in the implementation of activities at its offices and when carrying out external duties. CMCC plans its



consumption needs and investments in a way that limits the impact of its activities on the environment and tries to make them as sustainable as possible, consistently with its mission.

Furthermore, CMCC contributes to disseminating a **culture of sustainability and reducing the environmental footprint** with initiatives aimed at its employees, users, suppliers, and partners.

In the procurement of goods and services and the design of its infrastructures, CMCC favours green consumption and investments that reduce the carbon footprint and do not harm the health of its workers and the community.

## 6) Social role

CMCC, as an international research center whose main objective is the protection of the environment, is fully aware of its **role of “propagator of good practices” in the territory** in which it operates and intends to be an open player that spreads its own organization and work culture throughout the territory, thereby promoting cultural and professional growth.

To this end, CMCC makes its physical spaces available to the community and shares its working methods, activities, and results through simple dissemination that is accessible to all.

CMCC encourages the transfer of the best practices acquired in international contexts to its suppliers, consultants, and users. CMCC involves the academic, professional, and civil society in its initiatives which it openly discusses with all stakeholders, to include different perspectives and visions in its own analyses and evaluations.