

Our principles

The principles of sustainable development form the cornerstone of our daily actions. We are convinced that the future of our company should be founded on the recognition of the existing interdependent relationship between economic growth and environmental and social improvement, both at a local and global level. Above all, it should focus on the importance of people, the driving force behind our present and future growth.

Our objectives

In applying those principles, we are committed to:

- undertake systematic and planned consideration of sustainable work practices on every project and worksite;
- encourage our contractors & subcontractors to use sustainable work practices;
- comply with all applicable sustainability legislation, codes of practice, guidelines, manuals and standards.


Our approach

To assist us in delivering our sustainability objectives at all times we actively involve all employees, subcontractors, suppliers and consultants to:

- ensure strict adherence to environmental standards that are in line with the local legislation and the ISO 14001 international standard
- identify, assess and manage any potential adverse risks to the environment
- nurture human resources and improve professional skills and competencies of our employees related to environmental and sustainability requirements and practices
- improve energy, water and resource efficiency in our activities and take all practical actions to minimise pollution, reduce waste and other adverse environmental effects
- respect heritage and natural resources, human dignity and freedom in all our activities
- strive to achieve leading industry practice and develop, implement and maintain management systems and practices
- maximise employment opportunities for people living in project areas
- regularly monitor, review and evaluate our performance against our goals to ensure sustainability needs are addressed
- engage with stakeholders and the community we work within to ensure sustainability needs are addressed
- build infrastructure projects that act as a catalyst for growth in communities.
- nurture human resources and attract and develop talented people, because of their importance for our future growth.

Our Senior Management will endeavor to review the Branch Policy and Integrated Management System for continuity suitability on an annual basis as part of Branch Management Review and communicate outcomes to various levels and functions throughout our operations.

Matteo Buzzetti
general manager



Lugano, 01.05.2021

Roberto Canepa
AFC manager



Human rights and integration policy

Our principles

Csc recognizes the importance of its employees as a fundamental factor in achieving the company's objectives. To achieve growth and continuous improvement, csc ensures a working environment where everyone feels valued and included and can contribute their skills to the synergy, in compliance with the principles of the International Charter of Human Rights, the United Nations Global Compact and all institutional laws and rules.

Human rights

Fair and favorable working conditions

Csc offers optimal employment conditions in full compliance with all applicable regulations, e.g., regarding working hours, holidays, breaks, etc. Csc undertakes to pay wages in accordance with collective agreements and to pay its employees promptly.

Freedom of association and right to collective negotiation

Csc recognizes the right of workers to join trade unions and the right to collective bargaining in full compliance with legislation and industry rules.

Forced, illegal, child labor.

Csc denies and prohibits any form of forced, illegal, coerced child labor for its own operations and in the supply chain.

Working environment and safety at work, equal opportunities, diversity, and inclusion

Pleasant working environment and safety at work

Csc is committed to safe work practices on construction sites for its employees and creates comfortable and functional work environments that support the professional and non-professional needs of employees to enable and ensure the best contribution to the company's value creation. Csc promotes a culture of health and safety on construction sites and ensures specific, appropriate, and continuous training for its employees.

Non-discrimination and equal opportunities

csc ensures that every employee receives equal recognition for equal work and rejects discrimination based on gender, nationality, ethnicity, marital status, religion or any other characteristic independent of the job requirements. Decisions on all aspects of employment are based on objective criteria and solely on the skills, aptitudes, and performance of the individual. csc's business model provides for the ability to work with all types of cultures and fully supports the management of heterogeneous groups. Management acts against any inappropriate behavior, including harassment, intimidation, threats, and insults. csc encourages anyone who believes they have experienced discrimination to report it, while protecting the data and dynamics of the individuals concerned. Through its internal procedures, csc also seeks to resolve disagreements between employees through dialogue.


Engagement in the supply chain

Csc promotes the principles set out in this document in its supply chain by including them in its Supplier and Subcontractor Code of Conduct and requiring their application in the supply chain.

Matteo Buzzetti
General Director



Roberto Canepa
Head of Administration, Finance, Control



Lugano, 01.06.2023