

Gemelli



Fondazione Policlinico Universitario Agostino Gemelli IRCCS
Università Cattolica del Sacro Cuore

*Our best care for everyone,
every day.*

MISSION AND
IMPACT REPORT

2021

**A VERY SPECIAL
GUEST WHO FILLED
THE HEARTS OF ALL
THE PATIENTS AND
OURS.**





To PROF. CARLO FRATTA PASINI

Chairman of the Board of Directors

of the Fondazione Policlinico Universitario Agostino Gemelli

As I return from my hospitalization, I feel the desire to address a grateful and affectionate thought to you and, through you, to all those who make up the great Gemelli family. Just like in a family, I was offered a fraternal welcome and friendly care, which made me feel at home.

I have seen firsthand how essential human sensitivity and scientific professionalism are in health care. Now I carry in my heart so many faces, stories and situations of suffering. Gemini is effectively a small city within the city of Rome, where thousands of people arrive every day, entrusting their worries and hopes to it.

There, in addition to caring for the body, you also care for the heart and I pray that this will always be the case, as you provide integral and attentive care, capable of instilling consolation and hope in trying times. The work done by each one of you is not just a delicate, demanding task. It is a work of mercy that, through the sick, brings you into contact with the wounded flesh of Jesus.

I am grateful that I have seen it in action, that it remains part of me and that I have been able to bring it to the Lord. And in renewing my gratitude, I convey my Apostolic Blessing to you, your loved ones and all those who are part of the Policlinico Gemelli family, asking that you continue to pray for me.

Rome, San Giovanni in Laterano, July 15, 2021

Francesco





The year 2021, like the previous one, proved to be complex and difficult, but also full of special moments. A year that has seen us engaged not only in countering Covid but also in resuming care for all the 'other' patients, those stuck on waiting lists due to the lockdowns imposed by the pandemic and the only partial reopenings. A great deal of work, then, which required an ever-vigilant, as well as extremely efficient, organization, but which did not distract us from pursuing other important goals as well. Such as the Joint Commission International accreditation that was awarded to us by a panel of international examiners at the end of a multifaceted and stringent process, which we passed

"with the highest honors and distinction." Quality and safety are now no longer just words used to promote ourselves but documented characteristics to be preserved, measured as we progress and implemented in the future; in light of this prestigious certification, we can now take pride in a quality recognized by the top certifier in the world.

We received another prestigious international recognition from Newsweek magazine, which placed us at the top of its ranking of the 'best hospitals' in the world. We are number one in Italy for the second year, and for this we can only thank the whole big Gemelli family. These achievements are the result of excellent, harmonious teamwork, in which everyone plays a leading role, each according to his or her own expertise, day after day. Over the years - and the results achieved bear witness to this - the Fondazione Policlinico Gemelli has grown in terms of both quality and quantity. A growth achieved with industrious effort, but always with the intention to look far and aim high. Top-notch care, always combined with training and research, as is appropriate for a facility that is both a university polyclinic and an IRCCS, always in the direction and pursuit of the meaning that should inspire a community of work and business founded on the Catholic Faith and the social doctrine of the Church.

It was a great joy for us to also be able to offer our assistance to the Holy Father when he was hospitalized at the Gemelli last July, receiving in return the words of strong esteem, appreciation and responsibility that Pope Francis also expressed last November 5, during the Mass he celebrated for the 60th anniversary of the Faculty of Medicine and Surgery at the Università Cattolica del Sacro Cuore, established on November 5, 1961, to complete the project of Father Agostino Gemelli. Pope Francis described us as "one big family" where he "personally experienced a fraternal welcome and thoughtful consideration," which "made him feel at home." And this "little town in the Urbe," our one big Gemelli family, can only be deeply grateful for this appreciation and excited by the idea of aspiring to go beyond the understandable limits of a civil community toward a true Communion.

These are not goals but new starting points, not achievements but premises of new possible landfalls that commit us even more for the future and remind us of the importance of 'being' the Policlinico Gemelli, and of feeling part of it, offering assistance every day to everyone, with determination and competence, and without ever separating this from a strong charge of empathy, humanity and Christian charity. It is along this path that, in the past months, we have begun collaborating with the Holy See and the Del Vecchio Foundation in to relaunch the Ospedale Fatebenefratelli Isola Tiberina. With this operation, we intend to contribute to redeveloping the Institute - a precious heritage for the city of Rome - as a hub of excellence and a center of organizational and technological innovation, capable of attracting and developing the best professional and managerial resources to be put at the service of patients and their families, with the same humanity and focus on people that inspire the Gemelli's mission.

It is not an easy challenge, but we will do everything we can to restore economic balance and health care quality to the Ospedale Fatebenefratelli soon, if only because, as Thomas Merton said: "No man is an island."

Carlo Fratta Pasini, Lawyer

President of Fondazione Policlinico Universitario Agostino Gemelli IRCCS

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1

AN INCREASINGLY INTERNATIONAL PLAYER WITH A DISTINCTIVE AND SUSTAINABLE MISSION

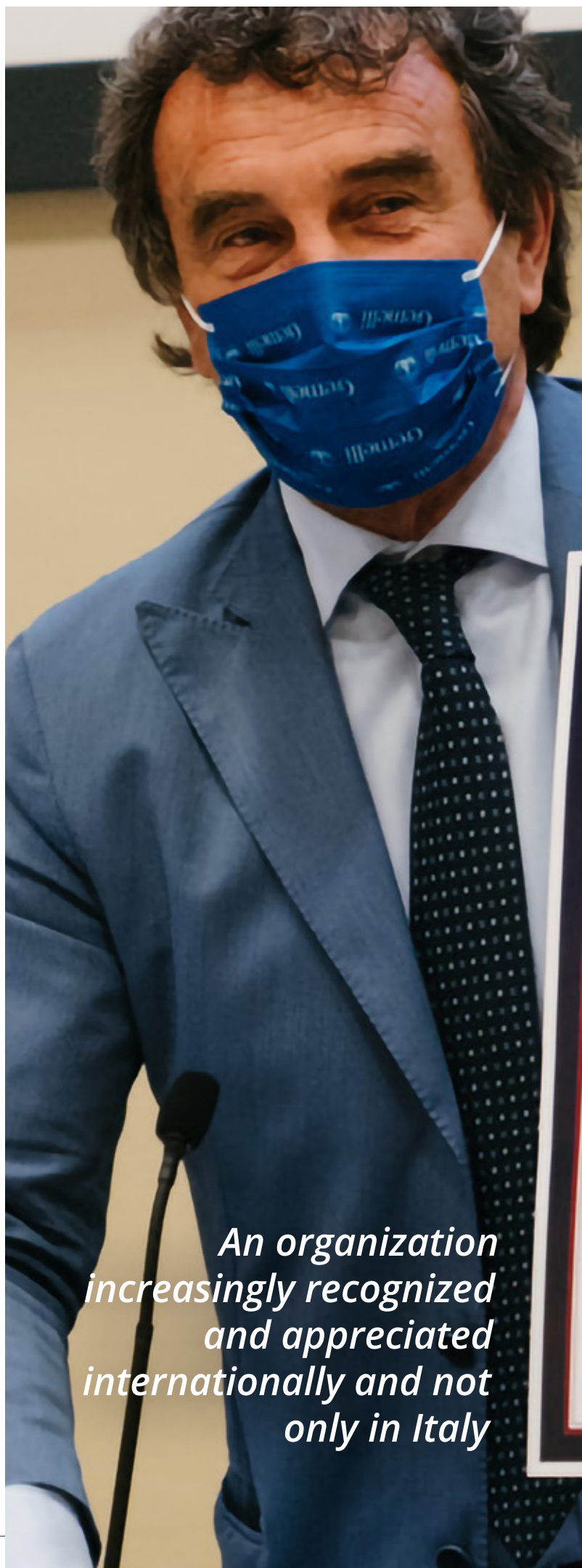
Policlinico Gemelli is a clinical hub of growing international standing, operating in a complex balance between the founding values of its mission, the stakes arising from the constant need for organizational and technological development, and the regulatory framework.

Its transformation into a Foundation (2015) - which made the Policlinico legally independent from the Università Cattolica - and its subsequent recognition as a Scientific Institute for Hospitalization and Treatment (IRCCS), further strengthened its identity as a research-oriented, acute care health center.

In fact, IRCCS qualification, thanks to the growth of clinical research integrated with basic research, has consolidated the role of Fondazione Policlinico Gemelli as a reference entity on a national and international scale.

The Gemelli is now one of the most important research and care centers at European level, something also evidenced by the increasing number of international awards and the Joint Commission International accreditation obtained in 2021.

Important driving forces were experienced all last



An organization increasingly recognized and appreciated internationally and not only in Italy

year in a series of events that showed the strong connection of the Polyclinic's actions with its founding values. First, the Holy Father's hospitalization in July last year, which further brought the entire Gemelli family closer to Pope Francis and his pontificate. A series of events then followed between 2021 and this year, further cementing the link between the University and the Polyclinic, in keeping with the history and tradition of this great hospital, dedicated to the patients of the city of Rome and all of central and southern Italy. I am referring to the 100th anniversary of the Università Cattolica del Sacro Cuore (founded in 1921), the 60th anniversary of the Faculty of Medicine and the beatification of Armida Barelli,



co-founder of the University together with Father Agostino Gemelli. Important moments and occasions, which bring value to our institution and which, in the wake of a deep feeling of gratitude for the efforts made by those who have gone before us, make us feel an even stronger responsibility to ensure an equally important future of growth for Policlinico Gemelli, always under the banner of high quality care.

However, despite all of the above, we cannot help but reflect on our current critical issues. On the one hand, we are acknowledged as one of the top hospital companies in Italy (according to Newsweek's ranking, we are in fact the first hospital company in Italy and 37th in the world), in terms of beds, value of production, number of employees, contribution made during the Covid emergency (inpatient care, vaccinations, tests performed, etc.), scientific production and value of certifications obtained, and above all the Joint Commission International, for the first time ever awarded to a hospital of our size and complexity. But on the other hand, we find ourselves operating in a system where the DRG rates (a system through which the accredited hospital facilities are reimbursed by the region for patients treated under the National Health Service system), which have been at a standstill for 15 years, in a context aggravated by the current critical international issues (pandemic and war in Ukraine), which makes their current management even more complex, due to rising energy expenses and labor costs. Within this framework, it is very complex to ensure stability and sustainability over time, especially in light of the challenging investment plan the hospital has in place to continue to be a cutting-edge center in the future. The Foundation has attracted private capital from major corporations, foundations and associations, which supported our extraordinary activities during the Covid period; and today we can also count on the support of individual donors, bound to us by a relationship of gratitude and trust. We would like to pass on our sincerest gratitude to all of them. Unfortunately, however, this is not enough. We need a strong commitment from the institutions, not least because, although Fondazione Policlinico Gemelli is a nonprofit organization, as 'private individuals' we are excluded from the NRP funds, on a par with those who operate in the health sector for profit. Under these conditions, it will be increasingly difficult to ensure the most modern care for all our patients, because innovation comes at a cost. And it is proving considerably difficult to cover such a cost with the regional reimbursements received.

Prof. Marco Elefanti, General Manager
Fondazione Policlinico Universitario Agostino Gemelli IRCCS

1ST HOSPITAL IN ITALY 37TH HOSPITAL WORLDWIDE



NEWSWEEK CERTIFICATION

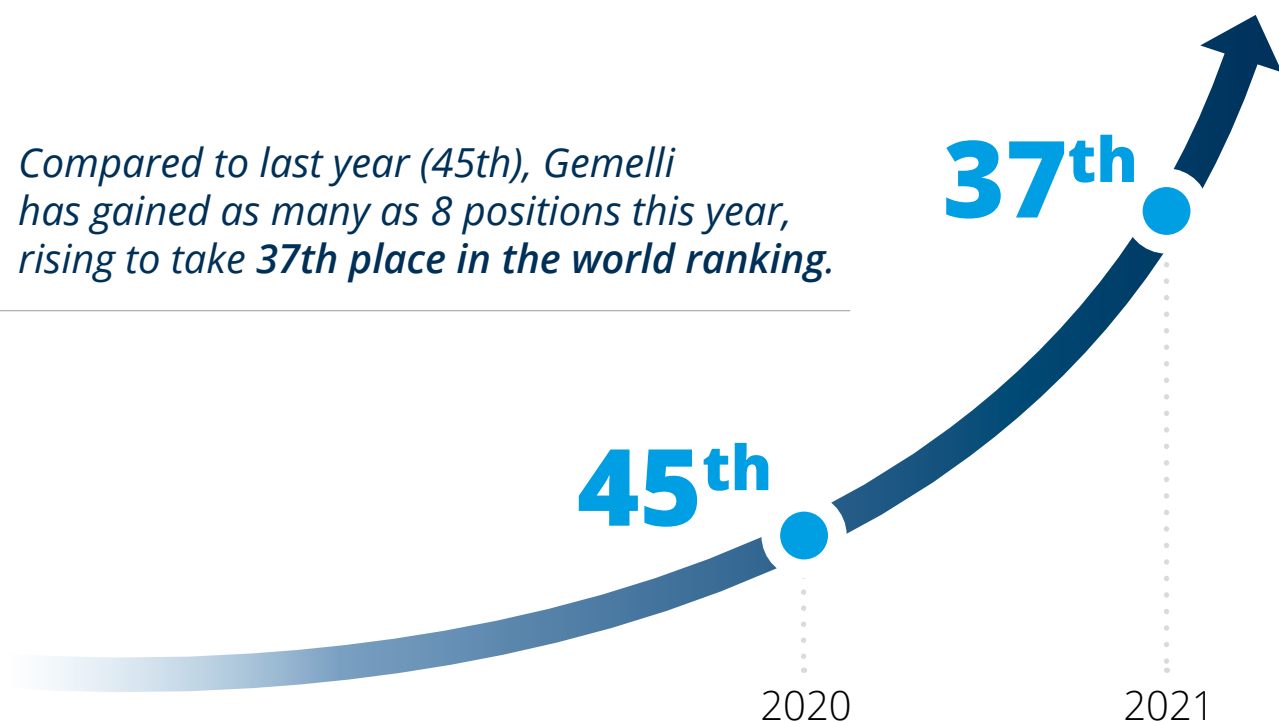
For the second consecutive year, Policlinico Universitario A. Gemelli IRCCS is **the "top hospital in the country"**, according to the rankings compiled annually by the U.S. magazine Newsweek. And that's not all. Compared to last year, when it was listed 45th **in the world ranking**, this year the Gemelli has gained as many as eight positions, rising to the **37th** of this prestigious ranking of the world's best hospitals.

Newsweek's ranking this year considered 2,200 hospitals in 27 countries; the ranking takes into account a number of Key Performance Indicators (KPIs), the results of tens of thousands of interviews with physicians and healthcare professionals, and

client satisfaction questionnaires about the hospital filled out by patients. The objective of this study is to provide the best data-driven comparison of hospitals in terms of performance and reputation.

This is an achievement that is all the more important and capable of strengthening the sense of belonging of our entire very large team in a period of history in which we are all feeling the effects of the prolonged commitment to countering Covid. Unfortunately, save a few brief respites, this has an endeavor which has engaged us 7 days a week for the past 2 years. This recognition for the second consecutive year confirms the validity of the basic choices made and the system of governance aimed at combining teaching and research activities with the care activities of a university polyclinic.

Compared to last year (45th), Gemelli has gained as many as 8 positions this year, rising to take 37th place in the world ranking.



A PRESTIGIOUS ACKNOWLEDGEMENT OF OUR EVERYDAY WORK TO SERVE PATIENTS



To have become familiar with an extraordinary Hospital of which the staff working within it, the city of Rome and our entire country should be proud.

*from the Auditing Report
compiled by the international verifiers (July 2021)*

The Fondazione Policlinico Gemelli joins the exclusive global club of facilities that have obtained the prestigious certification of the Joint Commission International (JCI), the world leader in healthcare accreditation. Based on more than 300 standards and 1,200 international indicators of excellence, vetted by a rigorous panel of evaluators, the JCI method is inspired by 'continuous healthcare quality improvement,' and the parameters to be met relate to all aspects of hospital organization, from patient care to how the facility is organized and managed: the manner of care, patient and fami-

ly education, safety of infrastructure and care practices, staff qualification and training, control of care-associated infections, and information management.



JOINT COMMISSION INTERNATIONAL ACCREDITATION

The positive impacts of JCI accreditation therefore benefit the patients first and foremost, since safety (risk management & reduction) and quality of care are the main goal of JCI.

The path to achieving accreditation has been a long one, crossed by the pandemic period, during which about 8,000 people worked in a process fired by the involvement of our people and their belief in our ability to succeed. Policlinico Gemelli is, therefore, primarily a learning institution. Thus, knowledge technologies have been fundamental, by constantly bringing all the care information to our providers, and measuring the patient experience, as well as focusing on our stakeholders and the world of volunteering. The JCI model is very close to our own vision of care and patient safety."

*Dr. Andrea Cambieri, Medical Director
Fondazione Policlinico Universitario Agostino Gemelli IRCCS*

2

OUR IDENTITY: A LARGE, PEOPLE-CENTERED HEALTHCARE SYSTEM

Policlinico Gemelli was founded on **July 10, 1964** by the Istituto Toniolo di Studi Superiori and Università Cattolica del Sacro Cuore. Home to the Faculty of Medicine and Surgery, it is one of the largest private **non-profit** hospitals in Europe and a place where every day teaching, innovative research, care and assistance activities interact for the benefit of the community, to offer all patients - adults and children - access to the best available therapies.

Since **August 1, 2015**, it has assumed the legal form of a Foundation and since **2018** the status of Istituto di Ricovero e Cura a Carattere Scientifico (IRCCS) for the disciplines "Personalized Medicine" and "Innovative Biotechnologies".

WHAT



Training

Clinical medicine

Research



Our values:

- **care of the sick person**, with full respect for his or her dignity, needs, suffering, and hope;
- **excellence in the provision of services and benefits**, in terms of effectiveness, appropriateness, fairness, safety, timeliness, efficiency and accessibility;
- **commitment** to taking responsibility and caring for the patient, operating as a system to serve others;
- **communication, collaboration, and involvement**, overcoming the sectoral and categorical vision with the intention of continuously improving the organization;
- **commitment** to multidisciplinary and teamwork;
- **innovation and continuous learning** for the development of professional, scientific and technical knowledge;
- **respect** for the value of people;
- **transparency, honesty and fairness** in all actions.

The constant centrality of the human person, in every age and condition is our priority, constituting the main guiding principle for all our actions and it inspires our organizational model, structured by specialized clinical areas, with a widespread and generalized orientation to the humanization of care, carrying on the vision of founder Father Agostino Gemelli.

INTEGRAL CARE, SERVING THE PERSON

The value of the **centrality of the person**, as an *individual* made up of physical needs and spiritual needs, the commitment to care as a mission of focusing on one's fellow human beings, even before being a professional duty, are at the basis of a model of Christian charity that inspired the birth of Policlinico Gemelli and continues to guide its activities. One tangible result of this basic aim is the work accomplished daily by the Pastoral Center and the Hospital Chaplaincy - under the responsibility of H.E. Msgr. Claudio Giuliodori.

The Pastoral Center offers our staff, lecturers, doctors and all students a daily service for integrating study, work and institutional initiatives with moral and religious values, promoting the formation of consciences capable of entering into dialog with contemporary culture and so providing an authentic service to the church and society. With the sick **the chaplains, together with the Sisters of Charity of the Infant Mary**, perform religious service and provide spiritual accompaniment in all the departments of the Polyclinic.

MEDICAL SCIENCE AND THE SCIENCE OF THE HEART

Only those who know how to care are truly capable of healing

May Jesus open the hearts of caregivers to cooperation and cohesion. To your Heart, Lord, we entrust the vocation to care: make us hold dear every person who approaches us in need." Pope Francis concluded his homily with these words on Nov. 5, 2021, at the Roman campus of the Atrium on the occasion of the celebration for the 60th anniversary of the Faculty of Medicine and Surgery. He urged us to conscientiously interpret the dimension of health care as taking integral care of the person facing the delicate moment of illness.

It is often the case that concern for the pursuit of the best medical performance overshadows the attention paid to the person, so that the human and spiritual dimensions of the sick person end up being neglected. The disease is treated without taking care of the person. It is therefore necessary to combine the highest scientific competence with an even higher quality of care relationship. This is why we need doctors who know how to carry out their profession animated by a sincere spirit of volunteering, thus focusing on attaining the integral wellness of the sick person. We also need truly qualified volunteer workers who work, in turn, alongside health care providers, collaborating professionally to develop the human dimension of the care to be provided.



This is the unique characteristic of a Catholic Polyclinic where everyone, no one excluded, works with an authentic spirit of service, hence of volunteerism, driven by reasons of deep humanity and genuine solidarity to produce the kind of relief and comfort that the sick particularly need.

It is therefore crucial for associations dedicated to volunteerism in health care to work alongside the health care providers. These are not an added extra, but instead an absolutely fundamental part of the care process.


An essential component of this virtuous circle that ensures the integral care of the sick person is the pastoral care provided by chaplains, priests, and religious women. Their passing through the wards to console and comfort the sick, support and encourage physicians, and animate and care for the spiritual dimension of the entire staff, accompanies the life-breath of the Consoling Spirit that makes everyone act with one intent: to accompany the sick

person, healing him or her with medical science and with the science of the heart, because the two dimensions cannot be separated.

And Pope Francis further stated that "the future of health care, particularly 'Catholic' health care depends on this: sharing, supporting each other, moving forward together."

H.E. Msgr. Claudio Giuliodori

General Ecclesiastical Assistant of the Università Cattolica del Sacro Cuore



*An ever-evolving,
human-centered reality*

*Inaugurated in the presence of Minister of Culture Franceschini, **the new Day Hospital and Inpatient Unit for Interventional Radiotherapy and Metabolic Radiotherapy at the 'Gemelli ART' Oncology Radiotherapy Center**, in collaboration with the 'Attilio Romanini' Association, which will offer patients a healthy immersion in art and nature to welcome and pamper them during treatments.*



3

THE TRAINING OF NEW GENERATIONS OF PHYSICIANS

The 60th anniversary of the Faculty of Medicine and Surgery at the Università Cattolica del Sacro Cuore

More than 2,000 physicians, nurses and patients from the Fondazione Policlinico Universitario Agostino Gemelli IRCCS, along with lecturers, students and administrative staff from the Università Cattolica del Sacro Cuore, attended the Mass celebrated by Pope Francis on Nov. 5 to mark the 60th anniversary of the Faculty of Medicine and Surgery at the Università Cattolica del Sacro Cuore, established on Nov. 5, 1961, completing Father Agostino Gemelli's plan to create a university that would put the human being at the center of all research and training activities.





If we really want to love God, we must be passionate about man, about every man, especially those who are experiencing the condition in which the Heart of Jesus was manifested, that is, pain, abandonment, rejection.

Pope Francis (November 5, 2021)



*Remembrance,
passion, comfort*

Pope Francis (November 5, 2021)

Holy Father,

it is with particular emotion that I address to you the heartfelt and moving thanks on behalf of the entire Università Cattolica del Sacro Cuore for having honored us with your presence on the 60th anniversary of the inauguration of the Faculty of Medicine and Surgery.

An anniversary that falls at a special and intense time for our university because this year we are celebrating 100 years since its founding in December 1921.

This is an important coincidence for our history. In fact, with the launching of our medical courses, Father Gemelli's original plan came to fruition. For him, a physician, the University of Italian Catholics could not but host a faculty dedicated to the study and practice of medicine. An arduous yet indispensable undertaking, because, with this gesture, our founder seems to be telling us that all our work of study and teaching, in any faculty, must consider people with the same care that doctors reserve for the suffering: the university experience is in fact an experience built on proximity.

In the drama of the pandemic this was again confirmed. First and foremost, by the intense and courageous efforts of the doctors and medical staff of the Polyclinic, but at the same time with the effort of the entire faculty and staff of the University, determined not to interrupt the educational mission, not to lose contact with the students and to enable each of them to continue their studies.

During these last sixty years, the Faculty of Medicine and Surgery has made great progress in its teaching and research activities, while maintaining a clear and unchanged mission: to unite, as we are taught, the language of the mind, heart and hands, and to place them all at the service of the sick person, in whom the image of humanity is reflected.

Prof. Franco Anelli

Rector of the Università Cattolica del Sacro Cuore

Here at Fondazione Policlinico Gemelli, we are a big family, a cohesive group that has grown exponentially, true to our ethical and moral values, to become an industry leader worldwide.

Our faculty trains health care workers of great technical excellence, always inspired by a deep Christian charity. The classical degree program of the School of Medicine and Surgery has been joined over the years by those in English language medicine, and we have inaugurated a prestigious curriculum leading to the European and U.S. double degree together with Jefferson University in Philadelphia. We have launched new degree programs in pharmacy and biotechnology. And today we are being asked to start new English-language medical courses in Bolzano and Sicily. In short, the 'Catholic model' is definitely a winner.

On the research front, the results of the synergy established between the university and IRCCS are tremendous: faculty research activities in the 2020-21 academic year received 8.5 million in funding, enabling 307 university projects.

In 2021, the IRCCS Foundation launched 97 new projects, funded with a total amount of more than 15 million euros. In the same year, the Polyclinic Ethics Committee evaluated 243 for-profit and 496 nonprofit clinical trials, 143 of which were co-funded by biomedical companies and public and private entities.

Each year researchers on the Rome campus publish more than 1,500 scientific papers. These are data that provide the numerical and qualitative dimensions of the research carried out at our University and Foundation. **Our researchers represent a heritage that is hard to find elsewhere in our country.** A wealth of excellent science, never going against the principle of faith, is carried out by our three dimensions: University, Hospital and IRCCS.

Our academic body has been able to renew its staff in a few years, inspired by criteria of quality and merit. Today the **'Gemelli method'** is a symbol of meritocracy and being called to our faculty is equivalent to being awarded a medal of excellence. Despite the fall in university positions, in recent years we have hired 132 new researchers, and 125 associate professors, 90 of whom had trained at our

university.

And this wave of transformation has been even more pronounced in the senior roles, where three out of four full professors have been renewed. As a result, our faculty has been enriched with 45 new leaders, with more than half of these from our graduate programs; 19 were recruited from the top students in their respective fields in Italy and six from the most prestigious foreign universities.

This past decade has not been easy, but we have managed to emerge with our head held high from what had threatened to be an unprecedented economic crisis, thanks in part to a greater involvement of the academic body in decision-making moments and the participation of clinicians in the management of the hospital; this has given substance and competence to the decisions made, and fueled the motivating participation that enables us to accept even major sacrifices.

So let's enjoy this Gemelli that Newsweek has crowned **'best Italian hospital' and among the 40 best in the world**, a University Polyclinic that has achieved Joint Commission International certification with flying colors. This excellence of ours is also confirmed by the public, who have submitted an overwhelming number of requests for services.

In our Gemelli, there is no disease, however rare or unknown, as was the case with Covid, for which we do not have the best specialists to treat it. And this is something we should all be proud of.



Prof. Rocco D. A. Bellantone,

Clinical Governance Director, Fondazione Policlinico Universitario Agostino Gemelli
IRCCS Dean of Medicine, Università Cattolica del Sacro Cuore

SIXTY YEARS IN SIXTY WORDS

*Life • Mission • Health • Understanding • Listening • Sustainability • Trust
Compassion • Growth • Pathway • **Remembrance** Knowledge • Respect
Creativity • Education • Commitment • Determination • Service
Welcome • Love • **Comfort** • Future Relief • Gratitude • Heart • Research
Example • Faith • Dedication Charity • Team • Method • Temperance
Responsibility • Rescue • Giving • Challenge • Attention • Sharing
Prayer • Generosity Prevention • Hope • Training • Participation • Merit
Passion • Emotion • Help • Community • Care • Dignity • Innovation
Consolation • Science • Vision • Harmony • Reliability • Courage • Talent*

*Words that, every day, inspire and guide our work,
starting with those spoken to us by the Holy Father last November 5,
on the occasion of the celebration of this important anniversary:
remembrance, passion and comfort.*

Gemelli



Fondazione Policlinico Universitario Agostino Gemelli IRCCS
Università Cattolica del Sacro Cuore



UNIVERSITÀ
CATTOLICA
del Sacro Cuore



4

A LARGE NURSING AND CARE HOSPITAL

1,581

Total beds

94,669

In-patients

43,722

Oncology patients

52

Operating rooms

68,533

Total surgeries

1,799,368

Visits to the website

1,372,387

Meals provided

5,714

Employees

179,218

Hours of training

300,000

Online medical reports

7

Departments

273

Units including

- 90 Complex Operating Units
- 141 Simple Operating Units
- 42 Simple Operating Units

OUR CLINICAL ACTIVITIES AND OUTPATIENT SERVICES:

94,669

In-patients

- 61,199 discharged from ordinary hospitalization
- 32,721 discharged from Day Hospital
- 749 discharged from rehabilitation

8,088,938

Total outpatient services for in-patients

2,615,789

Total outpatient services (SSR)

20.6%

% Ordinary hospitalizations outside the region

7.59

Average length of stay for ordinary hospitalizations

68,533

Total surgeries

4,252

Children born

270

Transplants performed

- 58 kidney transplants
- 28 liver transplants
- 1 heart transplant
- 183 marrow transplants

A LANDMARK EMERGENCY ROOM FOR THE AREA



General Emergency Room ■ 45,538

Pediatric Emergency Room ■ 10,824

Obstetric Emergency Room ■ 7,707

32.7%

% Admissions to ER followed by hospitalization

6.1%

% Code red admissions

A 'PINK' FAST TRACK FOR GYNECOLOGICAL EMERGENCIES HAS BEEN SET UP AT THE EMERGENCY ROOM

also thanks in part to the generous contribution of the Associazione Oppo and its rooms and the support of volunteers from the Loto ONLUS Insieme contro il tumore ovarico (Loto Together Against Ovarian Cancer) non-profit organization.

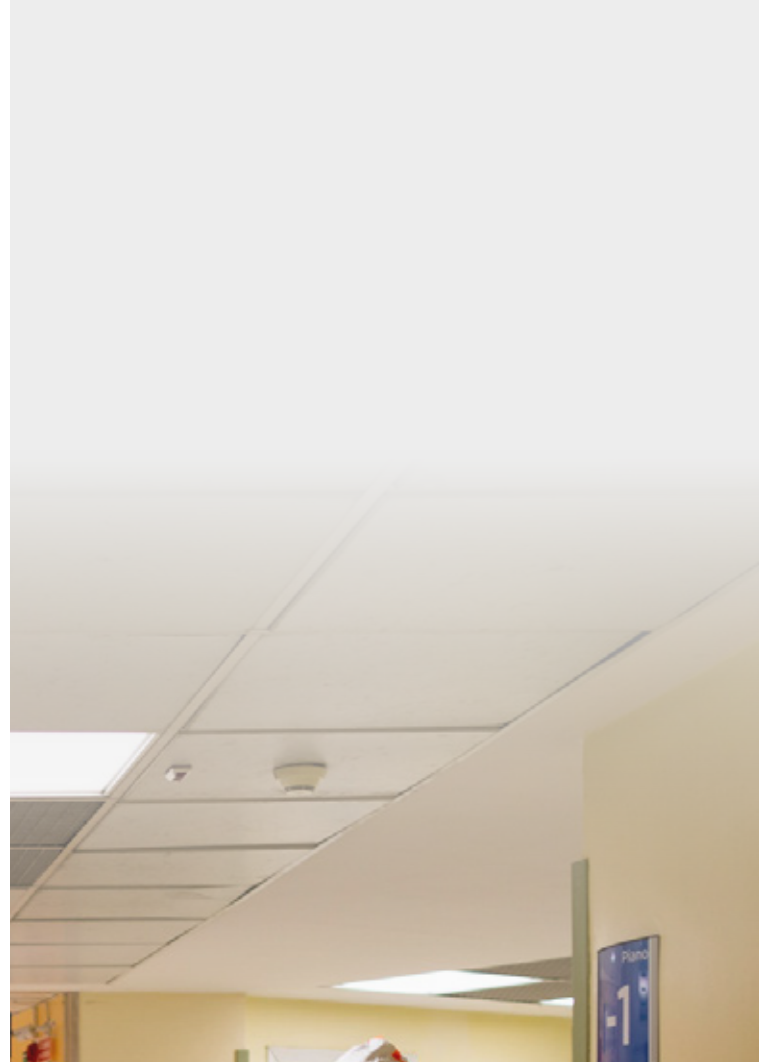


"Code Pink. Women's Oncology Pathway" is a special lane dedicated to women with urgent gynecological issues, particularly related to cancer, who come to the Gemelli Polyclinic Emergency Room. Despite the problems caused by the Covid-19 pandemic, more than 5,000 surgeries were performed in the Gynecologic Oncology area. These women may present with a variety of problems related to the complexity of surgery, toxicity induced by therapies, some of them experimental, and sepsis. Dedicating a specific fast track to them allows the treating physicians to offer a prompt and qualified response, while easing general emergency room wait times.

OUR CONTRIBUTION DURING THE 2nd YEAR OF THE COVID EMERGENCY

Policlinico Gemelli has been an example and inspiration to the entire regional health care system for its response to Covid, put together in record time.

The defining elements were flexibility and a timely separation of pathways, which saw the Presidio Columbus transformed into a Covid2 Hospital within a few weeks, allowing us to continue to safely care for all non-Covid patients who still needed urgent medical and surgical care, while ensuring high-quality care for Covid patients, for whom we provided **up to 500 beds at the peak of the emergency**. An immense effort, which required the hiring of an additional **350 staff units** and the provision of **more than 27,000 hours of training** on the ward.



210

COVID beds

of which **73**
in IC

3,627

Total positive patients treated

of which **988**
in IC

3,606

Total positive patients discharged

of which **585**
deceased

188,682

Tests performed

1,833

Patients treated in the Post Covid Day Hospital

Opened on April 21, 2020, in the harshest months of the pandemic, the **Post-Covid Day Hospital** of the Fondazione Policlinico Universitario Agostino Gemelli IRCCS presents a very positive balance sheet on both the patient care and research fronts after its first two years of operation. More than 3,000 patients from all over Italy have been treated to date (more than 2,500 adults and more than 500 pediatric patients).



During its period of operation, from Dec. 28, 2020 to March 31, 2022, the **COVID-19 vaccine center at the Columbus-Policlinico Gemelli Presidio** administered about **128,000 doses of the Comirnaty-Pfizer vaccine**. The success of this operation was ensured by a "vaccination machine," in place for years, coordinated by the Hospital Hygiene OU. As well as vaccinating the Foundation workers and the general population of the Lazio Region, this hub has become a point of reference for extremely vulnerable patients and numerous allergy sufferers from all over the Lazio Region, administering the vaccination to approximately 4,500 patients in both the primary and additional/booster dose cycles. During the campaign, thanks to the support of the Risk Management SOU and the Allergology Service, a protected pathway was also structured for individuals at high risk of allergies, which provided the opportunity to safely administer nearly 600 doses of vaccine without observing any serious adverse reactions. Considerable efforts were dedicated to the vaccination awareness and sensitization campaign aimed at pregnant women in agreement with the Obstetrics and Obstetric Pathology OU and the Neonatology OU.

'Born Protected' was the title of the dedicated vaccination open day in October, which was very successful, bringing the number of pregnant women vaccinated in the latter part of 2021 to about 300. Several "open days" were also organized between May and July to ensure the vaccination of the students and staff of the Università Cattolica del Sacro Cuore at a rate of 500 administrations per day.

THE GEMELLI WITHIN THE REGIONAL NETWORK

The Gemelli has a formalized role within the regional networks of the Lazio Region, providing a benchmark for other facilities in each of them.



EMERGENCY

Level II A&E



STROKE

Level II Neurovascular Treatment Unit



SEVERE TRAUMA

Highly Specialized Trauma Center



ONCOLOGY

Regional reference point hub



CARDIOLOGY EMERGENCY AND CARDIAC SURGERY

CCU with Hemodynamics and Cardiac Surgery Service



PEDIATRIC

Hub (Medical/ NCH)



PERINATAL

II level

It also has **centers specialized** in specific areas:

- Metabolic and Endocrine Disease Center
- Digestive System Disease Center (CEMAD)
- Colon-Rectum Center
- Center for the Medicine of Aging (CEMI)
- Gemelli ART (Advanced Radiation Therapy)
- Pancreas Surgical Center
- Comprehensive Cancer Center
- Poison Control Center
- Sports Trauma and Knee Surgery Center
- Rare Diseases
- National Low Vision and Vision Rehabilitation Cluster

GHS

Gemelli Health System (GHS) is a company of the Fondazione Policlinico Universitario Agostino Gemelli IRCCS, dedicated to the design and manufacture of Food for Special Medical Purposes (AFMS), complex supplements, and medical devices, with the goal of complementing Gemelli's commitment to taking full responsibility for and care of the patient while filling the gaps in the supply of suitable and necessary nutrients for all patients with rare diseases or clinical conditions that require specific nutritional supplementation.

An **AFMS line** that develops and grows, offering to date **13 nutritional proposals** fine-tuned by integrated research from the laboratory, scientifically tested.

PRIVATE PRACTISE ACTIVITIES AT THE GEMELLI

During 2021, the Polyclinic gave a strong impetus to the organic structuring of activities aimed at patients who wish to use the treatment and care services of the Gemelli Polyclinic privately. All this also aims to support the technology and research funding needed to ensure innovation and quality of care for National Health service patients.

91

Dedicated beds

970

Physicians performing outpatient services

237,000

Total outpatient activities

+39% compared to 2020

8,135

In-patients

+41% compared to 2020

Private practice surgeries:

1,300

Gynecologic Oncology and Senology

3,850

Other surgical procedures



• Gemelli •
C U R A E

Opened in **December 2020**, “Gemelli Curae” is the new outpatient center of the Fondazione Policlinico Gemelli, dedicated to specialist examinations and diagnostic tests. It is located in the former Protected Residence building, south of the university campus, in close proximity to the heliport. The building has 2 floors dedicated to examinations with **35 outpatient clinics** and **1 floor entirely devoted to diagnostic imaging**. **372 physicians** guarantee the **excellent medical care** that has always characterized the Policlinico Gemelli, together with cutting-edge technology that offers access to services in a quick, easy and safe way.

The **clinical testing laboratory** was activated in the last quarter, and the digitization of processes continues to ensure better reception, fast check-in routes thanks to the introduction of new **Fast Track** totems, and payment for services online.

"**Gemelli Medical Point Nomentano**" is the first outpatient facility of the Polyclinic opened in the northwest quadrant of Rome, a stone's throw from Via Nomentana and Via Tiburtina where specialist examinations, and clinical diagnostic and laboratory activities are carried out, also in agreement with the National Health System.

The outpatient facility, where a team of specialists from Gemelli operates, is entirely dedicated to health care activities, divided into three specific areas:

1. **diagnostic imaging performed by means of CT64 slices and MRI 1.5T;**
2. **diagnostic imaging by means of RX,CT-Cone Beam, Mammograph, 3 ultrasound machines including one specialized for gynecology;**
3. **clinical testing laboratory, specialist examinations and check-ups.**

A true one-stop shop for health and prevention.



DENTAL center

Very high quality of services provided, dentists who are experts in every branch of dentistry, and a professional staff always ready to provide all-round patient support: this is **the Gemelli Dental Center**.

The Center offers quality dental treatment, paying close attention to the needs of each patient. The Center can count on a team of professionals trained and experienced in all disciplines of dentistry, including: conservative dentistry, pediatric dentistry, cosmetic dentistry, sedation dentistry, orthognathodontics, oral pathology and medicine, implantology and prosthodontics, dental surgery, endodontics, gnathology, periodontics, and dental hygiene.



5

LARGE
INFRASTRUCTURE
AND INNOVATIVE
TECHNOLOGIES
SERVING
PATIENTS

52 Surgical
rooms

including:

25 Integrated rooms
including 2 hybrid ones

1 Integrated MRI
Radiotherapy

1 Digital
Pathology

1 Digital PET- CT
Scan



Our goal as a Polyclinic is to combine clinical and technological excellence with economic sustainability, with the understanding that innovation represents added value, only when it makes the benefits accessible to all patients.

Giovanni Arcuri, Engineer

Technical and Healthcare Technology Innovation Directorate
Fondazione Policlinico Universitario Agostino Gemelli IRCCS



We are now at the dawn of a new era at CEMAD that includes our renewed commitment in the field of hepato-biliary-pancreatic diseases, with the most modern equipment and spaces. A long-cherished dream that is now a reality thanks to the extraordinary vision and generosity of Fondazione Roma. The everyday challenge is to combine excellence and quality of care with the utmost respect for the patient.

Prof. Antonio Gasbarrini

Director of the Department of Medical and Surgical Sciences, Fondazione Policlinico Universitario Agostino Gemelli IRCCS and Full Professor of Internal Medicine, Università Cattolica del Sacro Cuore



In the last two decades, thanks to scientific research and the introduction of new technologies, surgical techniques have been profoundly revolutionized: on the one hand, endoscopic approaches (laparoscopy, robotic surgery, and hysteroscopy) now the gold standard for the treatment of many diseases, and on the other hand, integrated treatments represent an example of personalized medicine for patients, especially those with cancers. Inaugurated at CEMAD **the new hybrid operating/ endoscopy room**, thanks to the generous support of **Fondazione Roma**, which joins the 8 endoscopy rooms, offering the possibility of performing numerous innovative integrated endoscopic/surgical/radiological therapeutic procedures in all the digestive tracts.

One of the very few hybrid rooms in the world that houses two state-of-the-art imaging technologies in an integrated manner: a **128-slice CT scan**, capable of moving on a dedicated track to reach the operating table where the patient lies, and a **multiaxial robotic angiograph**, a special piece of equipment that enables dynamic radiographic projection from every possible angle, intra-operatively.

The 'brain' of the hybrid room is a state-of-the-art video-integration system, a crucial element of the system as the surgeon uses multiple image sources. Image integration software can, for example, make an automatic road map of blood vessels, to show the area in which the operating instruments are used; or virtually extend the surgical instrument so that the surgeon can 'see' the organs it will encounter or the nerves or vessels it will encounter on a given trajectory. The CT scan and angiograph can be focused on the surgical area at any time without moving the patient.

*The first hybrid room in Italy dedicated to the endoscopic treatment of gastroenterological diseases was inaugurated at the Digestive System Disease Center (CEMAD) of the Fondazione Policlinico Universitario Agostino Gemelli IRCCS in the presence of the **Honorary President of the Rome Foundation, Prof. Emmanuele Francesco Maria Emanuele, Lawyer.***



The Gemelli is one of the few hospitals in the world to have **two surgical robots**, used for urological and gynecological surgeries, as well as general and thoracic surgery.

Also **for the first time in Europe, gynecological surgery was performed in March using Hugo, the new robotic-assisted surgery system (RAS)** developed by Medtronic, a leading HealthCare Technology company, which, in addition to being the result of advanced and innovative technologies, has very competitive costs compared with previous robotics.



enel x



Enel X and Policlinico Gemelli launch Smart Axistance e-Well. The telemedicine solution designed for businesses integrates the classic checkup with a fully customized clinical governance wellness path available to employees through a telemedicine platform with app and smart watch.

Technological evolution, combined with solid scientific foundations, now enables us to realize new paradigms of health-related service delivery that combine system sustainability with excellence of care.

Our experience in managing the pandemic emergency is a testimony to this, with the construction of an organizational model and technological support that were the first core of the Smart Axistance e-Well platform, a wellness program that stems from a protocol specifically developed by specialists at Policlinico Gemelli, the result of a long collaboration with Enel X, which designed and developed around it a digital solution capable of delivering a personal and effective experience.

GREAT WORKS GEMELLI HEART CENTER



FONDAZIONE ROMA

Gemelli



Work has begun on CUORE, the innovative cardiovascular disease hub of the Fondazione Policlinico Universitario Agostino Gemelli IRCCS, Università Cattolica, and Istituto Toniolo, in partnership with Fondazione Roma.

A hospital hailing from the future, all built around the hearts of its patients. Innovative, not only in terms of its technologies and structure, but especially with regard to the organizational model of the range of care, which is one of a kind in our country and one of the few in the world that focuses on the healthcare of tomorrow. **CUORE (heart)** (an acronym for **Cardiovascular Unique Offer ReEngineered**) is a project completely dedicated to cardiovascular diseases, which will be built over the next three years on the campus of the Università Cattolica-Fondazione Policlinico Gemelli IRCCS in Rome, thanks to a partnership with Fondazione Roma, one of the most important and active entities in the third sector, and the Toniolo Institute.



In the current care model, the patient is treated with 'services' which, as such, are delivered and valued economically to treat the heart disease. Although in recent decades this system has contributed to an undisputed advancement of the care provided with specific expertise, leading to a 'super-specialty' medicine, it can unfortunately lead to a fragmentation of the treatment, with the risk of a loss of curative efficiency and effectiveness; in practice, treating the disease but not the sick person as a whole.

With 'HEART,' the model of care changes the paradigm through an organization centered on the patient and his or her health problem, rather than on different services. This will be a unique innovation in healthcare in our country, a replicable model that can represent a new page of progress in the field of cardiovascular care. The most innovative technologies, together with the best specialized skills, will revolve around the patient who will be treated following a shared clinical and care pathway inspired by international guidelines.

Prof. Massimo Masetti, Director of the Department of Cardiovascular Sciences, Fondazione Policlinico Universitario Agostino Gemelli IRCCS Full Professor of Cardiac Surgery, Università Cattolica del Sacro Cuore

The project, which I have fully supported from the very beginning, aims to make the dream of every doctor and every patient come true: excellent yet sustainable care, cutting-edge technology and personalization of the patient care pathway. A unique healthcare facility in the world, able to overcome the criticalities of the traditional model in which the sick person is forced to "chase after" the expertise and consultations of various specialists, with a fragmentation of the care pathway that exposes the needs of the sick person to inappropriateness, longer diagnosis and treatment times, and lack of attention.

Prof. Emmanuele F. M. Emanuele, Lawyer, Honorary President Fondazione Roma



Over the next ten years, the Policlinico will be a real site of innovation, increasingly oriented towards research, with high-tech facilities and spaces dedicated and specifically oriented to the various diseases, characterized by the progressive strengthening, of the diagnosis and treatment

activities in day hospital, outpatient or even home scenarios, including the relative technologies.

This process will see the establishment of a new **Comprehensive Cancer Center**, made possible by a considerable grant from the Lazio Region, with integrated spaces and functions to respond to the oncological problems of users, the result of the fusion of the needs of the health and university areas in a logic of integration between research, training and care, according to a patient-centered organizational model.

6

SCIENTIFIC ACTIVITY AND RESEARCH

867

Ongoing research projects

541

Staff active in research

1,330

Scientific publications submitted to the Ministry of Health for Current Research

6,871

Normalized Impact Factor

€ 18,193,168

Total value of clinical trials

↑+29%

€ 13,120,327

Funding from competitive calls for proposals

including

€ 4,939,340

Targeted Research

↑+16%

€ 6,902,671

Ministerial institutional research

including

€ 4,557,888

Current Research Grant

↑+47%

€ 1,721,011

Value industrial co-development projects

€ 671,941

5x1000 funding (2020 income)



"You provide better care where you do research", is not a simple slogan, but the combination of a mission and a scientific vision deeply rooted in the heart and practices of the Fondazione Policlinico Universitario A. Gemelli IRCCS. It has always aimed to improve the quality of life of patients and their families by promoting biomedical research in all its forms: from preclinical to figurative at the patient's bedside. Despite the pandemic years, Policlinico Gemelli has been able to distinguish itself scientifically by growing exponentially. Indeed, in recent years, we have seen a gradual increase in research projects (over 700 in 2020, **867** in 2021) and publications (650 in 2020, **1,330** in 2021). A quantitative value, and at the same time qualitative, also found with the increase of our Impact Factor, which in 2021 reached **6,871 points**, compared with 2,900 points in the previous year.

As evidence of scientific engagement aimed at finding "the right treatment for the right patient, at the right time," in 2021 **493 nonprofit studies** were activated and **217 for-profit studies** were contracted, outlining the profile of an increasingly personalized precision medicine model.

This growth was also made possible by funding from competitive calls for tender, which increased from 7 to over **13 million euro**: an achievement that further attests to the prestige of Policlinico Gemelli's researchers at regional, national and international levels, also sanctioned by having reached the very first positions in the ranking of Italian IRCCSs.

Then, the growth of the contribution to Current Research was crucial, i.e. ministerial funding amounting to **4,557,888 euros**, **47%** more than in the previous year.

In addition, multiple scientific initiatives with high technological innovation led Policlinico Gemelli to sign 3 co-creation and industrial co-development agreements worth **1,721,011 euros**.

All of this was possible thanks to a sound governance with a forward-looking vision and the widespread and ongoing commitment of **541** people dedicated to conducting and enhancing research in our hospital for the well-being of all citizens.

Then, in recent years, the reorganization of the main assets supporting research into the "Gemelli Science and Technology Park" (G-STeP) was essential. This is a science and technology park that provides researchers with tools, skills and expertise of excellence in different areas of research (omics sciences, basic research, biological models, data analysis).

Several cutting-edge projects will be developed in the near future, including the development of a hybrid program between diagnostics and research dedicated to cancer patients ("**FPG500**" **cancer genomic profiling program**) that involves the use of a 500-gene panel to acquire information on the mutational profile of a tumor tissue, identifying genomic alterations susceptible to targeted therapies available today, extending the possibility of access to new drugs.



Prof. Giovanni Scambia, Scientific Director Fondazione Policlinico Universitario Agostino Gemelli IRCCS

Clinical trials to benefit our patients

Nonprofit trials

493 Total activated studies

of which **28** co-financed by companies

3,403,260

Economic value in € of co-funded studies

For-profit trials

217 Total contracted studies

13.4 mln

Economic value in € of contracted studies

Trials that have enrolled at least 1 patient in the year and have been active for less than 5 years

884

Total active trials

of which:

For-profit: **428**

Nonprofit: **456**



Clinical Trial Center SpA, a subsidiary of the Fondazione Policlinico Universitario Agostino Gemelli IRCCS and an investee of Xyence Capital SGR S.p.A, is active in for-profit clinical trials conducted mainly by researchers at the Policlinico Gemelli Foundation. Despite the general context in 2021, the number of for-profit studies managed by CTC SpA increased slightly compared to 2020. There were more than 230 for-profit studies evaluated by the Foundation's Ethics Committee that involved CTC SpA in the various stages of project start-up. In economic terms, this increase in activity was reflected in a higher volume of turnover, which in 2021 totaled €13.4 million, an increase of about 40 percent over the turnover of for-profit studies in the previous year. Ninety

percent can be attributed to studies conducted in 10 therapeutic areas, where the main contribution, measured in terms of % distribution of turnover for each therapeutic area, was made by Gynecologic Oncology, General Oncology, Child Neuropsychiatry and Gastroenterology.

The strategic line for 2022 will be focused on mitigating the systemic effects caused by Italy's failure to comply with the European Clinical Trials Regulation (European Regulation 536/2014), as well as continuing the work of streamlining contracting activities and providing direct support to clinical researchers. Planning for structural interventions will also be undertaken, again in support of clinical research activities.

MUR - NATIONAL OPERATIONAL RESEARCH AND INNOVATION PROGRAM 2014-2020

In December 2021, the National Operational Program (NOP) for Research and Innovation 2014-2020, administered by the Italian Ministry of University and Research (MUR), funded the development of the Foundation's Artificial Intelligence and Data Science Platform "Gemelli Generator," dedicated to supporting research and clinical practice, and the testing of the same platform in both basic and industrial research contexts. The total value of the funding is € 12 million.

Gemelli Science and Technology Park (G-STEP)



The Gemelli Science and Technology Park (G-STEP) was built based on the need to increase the amount of quality research to achieve excellence in care. G-STEP is a network of services supporting all stages of scientific research development, consisting of **more than 20 Research Core Facilities** that offer research services divided by technological theme and "modus operandi" capable of providing specific services with certified quality.

G-STEP is an important part of Policlinico Gemelli's challenge to **combine research and care for the well-being of its patients.**

Services can be accessed through the **G-STEP app**, a specially created application through which researchers have direct and quick access to the services offered to optimize and accelerate the development of their projects.



*In 2021,
more than 200 researchers
requested services,
for more than 500 projects.*

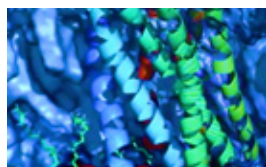
RESEARCH CORE FACILITIES:

BASIC SERVICES FOR RESEARCH



- 3D BIOPRINTING
- BIOBANK FOR RESEARCH AND PERSONALIZED MEDICINE
- ELECTROPHYSIOLOGY
- FLOW CYTOMETRY
- IMMUNOHISTOCHEMISTRY
- IMMUNOLOGY
- MICROSCOPY

-OMIC SCIENCES



- GENOMICS
- PROTEOMICS AND METABOLOMICS
- LIQUID BIOPSY
- MICROBIOTA ANALYSIS AND MICROBIAL WGS
- RADIOMICS
- SINGLE CELL ANALYSIS

BIOLOGICAL MODELS



- EXPERIMENTAL MODELS
- ORGANOIDS
- PREANALYTICAL AND CELL BIOLOGY

GEMINI GENERATOR



- DATA COLLECTION
- BIOINFORMATICS
- EPIDEMIOLOGY AND BIostatISTICS
- REAL WORLD DATA

7

ENVIRONMENT, SOCIAL AND GOVERNANCE REPORT

Recent years have seen a major acceleration in the interest of people and national and global institutions in increasingly socially and environmentally sustainable models.

The Fondazione Policlinico Gemelli also plays its part in terms of relevant social impact produced and sustainability. A growing path of responsibility to our values and to society. The Fondazione Policlinico Gemelli believes in and works toward the achievement of the 17 Sustainable Development Goals of the UN 2030 Agenda (SDGs).

This is an Organization that creates an important level of well-being for people and society, enabling them to care for themselves and to be increasingly efficient in their lives, in the economy and in society. It is also an increasingly sustainable Organization from a governance, social and even environmental perspective. Much has been done and much will be done in this respect as well.

Sustainability is an integral part of our business model for creating conditions conducive to the well-being of people, society and the environment, now and in the future, in order to create long-term sustainable value for all stakeholders.

We want to be an active part of this change, building on our values and history as a benefit & impact organization.





Fondazione Policlinico Gemelli for the SDGs of the UN 2030 Agenda

The management of the Fondazione Policlinico Gemelli reviewed the 17 Sustainability Development Goals set out by the UN under Agenda 2030.

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL BEING
4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	SUSTAINABLE DEVELOPMENT GOALS

The Foundation works, in particular, on the following objectives:



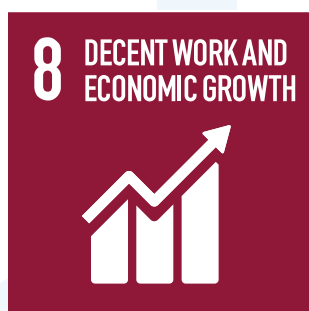
GOOD HEALTH AND WELL BEING

- Hospital activities: 94,669 people admitted
- Outpatient activities: More than 2.6 million outpatient services provided
- Scientific research In collaboration with the Faculty of Medicine and Surgery, Università Cattolica del Sacro Cuore
- Medical publications: more than 1,330 scientific publications serving health
- Interventions in the territory
- People care



QUALITY EDUCATION

- Undergraduate medical education In collaboration with the Faculty of Medicine and Surgery, Università Cattolica del Sacro Cuore
- Employee training: with more than 179,000 hours of training provided to employees



DECENT WORK AND ECONOMIC GROWTH

- Total value of production 2021: 821 million (+12% compared to 2020)
- 5.137 workers hired on permanent contracts
- Total gross salaries paid to staff in 2021 (including welfare and social security charges): €302 million
- Continuing education for occupational health and safety
- Award: Best Hospital 2021 - best hospital in the country according to the Newsweek ranking
- Value of related income generated: €423 million annually



AFFORDABLE AND CLEAN ENERGY

- Energy monitoring aimed at reducing primary energy consumption



CLIMATE ACTION

- Adoption of Environmental Management System in accordance with ISO 14001



INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Total value of supplies 2021: €418 million
- Continued, increasing, and relevant investment in technology serving health and high-complexity health treatments



RESPONSIBLE CONSUMPTION AND PRODUCTION

- Constant, daily contact with suppliers to identify solutions with a lower environmental impact
- Process and product Green Innovation actions from a circular economy perspective.
- Proper management of hospital waste
- Reduction of non-hospital waste



PEACE, JUSTICE AND STRONG INSTITUTIONS

- Adoption of corporate code of ethics to protect all stakeholders
- Social solidarity and international cooperation activities

Our Governance

We are a non-profit foundation. FPG is aware of the importance of a good governance system in achieving strategic goals and creating long-term sustainable value by ensuring effective governance, in accordance with our values, institutions and rules, that is efficient, fair and sustainable to all our stakeholders.

The organization issues mandates for its operational management. The clear and formalized organization of the duties and responsibilities is an important tool for transparency, separation and balancing of powers within the organization.

BOARD OF DIRECTORS

Carlo FRATTA PASINI | President

Franco ANELLI

Alessandro AZZI

Renato BALDUZZI

Rocco D. A. BELLANTONE

Antonio GASBARRINI

Claudio GIULIODORI

Giuseppe GUERRERA

Cesare MIRABELLI

Alfredo PONTECORVI

Mario TACCOLINI

GENERAL MANAGEMENT

Marco ELEFANTI

Scientific Director

Giovanni SCAMBIA

Clinical Governance Director

Rocco D. A. BELLANTONE

Medical Director

Andrea CAMBIERI

Human Resources and Organization Manager

Daniele PIACENTINI

Administration and Finance Manager

Massimo DALFELLI

Private Business and Customer Service Manager

Roberto BATTISTI

ICT and Processes Manager

Giovanni ARCURI (*interim*)

Technical Management and Innovation in Health Technologies

Giovanni ARCURI

Legal and Corporate Affairs Manager

Mario SAVINI NICCI

Purchasing Department and Facility Manager

Giovanni P. D'INCECCO B. d. V.

Management Control and Budget

Marco CICCIOZZI

Fundraising, Campaigns and Events

Carlo FORNARIO

Board of Auditors

Supervisory Body

Consultancy Committee Advisory Committee

Ethics Committee

IRCCS Scientific Committee

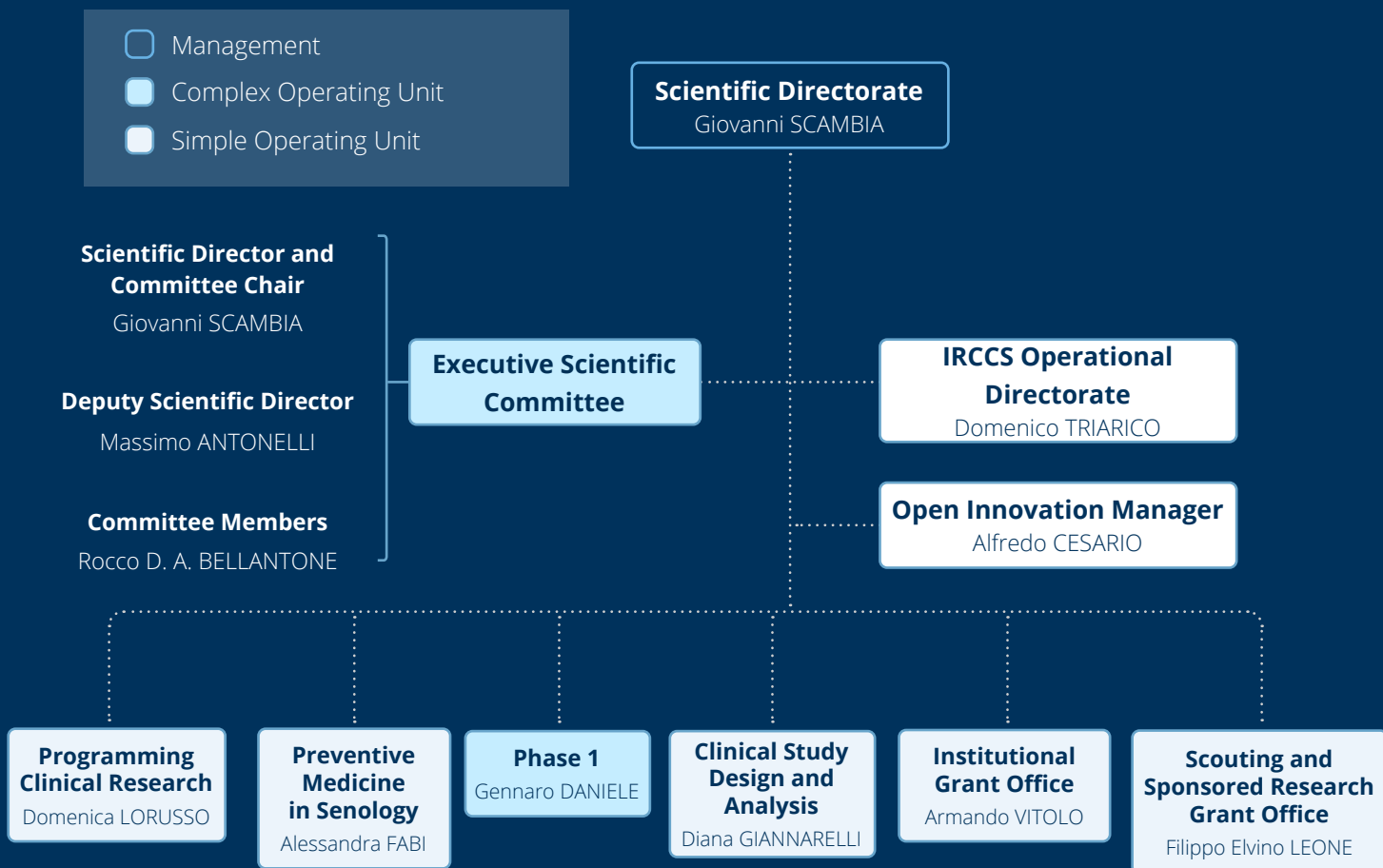
Control and Risk Committee

External Auditing Company

The Research and Innovation activity carried out within the Fondazione Policlinico Universitario Agostino Gemelli IRCCS, **together with the Faculty of Medicine and Surgery of the Università Cattolica del Sacro Cuore** is an essential condition for the development and continuous improvement of the quality of health services, and has a fundamental function on a par with that of assistance and training.

The mission of the IRCCS is to align modern therapeutic opportunities with the innovative progress of scientific research, identifying "the right treatment for the right patient, at the right time".

IRCCS accreditation was awarded to the Foundation **in 2018** for two research disciplines, **Personalized Medicine and Innovative Biotechnologies**, which represent the most innovative frontier of medical science today. They are also the disciplines with the greatest impact, not only with respect to treatment but also and especially with respect to prevention.



The Ethics Committee of Policlinico Gemelli is inspired by the values and founding principles of the Università Cattolica del Sacro Cuore. It is an advisory body, whose members, from different areas of expertise and experience, are mainly called upon to assess the conditions of ethicalness of trial protocols and to verify that the safety, integrity and rights of patients participating in the studies are safeguarded.

The goals of the Ethics Committee can be traced to three main guidelines:

- provide public assurance of respect for life, from conception to natural death, and for the health

and rights of the individual in clinical practice and research;

- facilitate, especially in cases of particular difficulty, the choices of caregivers and collaboration with patients in the information-deliberation process;
- overcome the fragmentation and complexity of medical specialties by interpreting them within the anthropological unity of the human person and, in particular, of the human being who is suffering, with a view to providing the best quality of care and research.

The Foundation's Code of Ethics in the service of fair and responsible management

The Code of Ethics of the Fondazione Policlinico Gemelli plays a very important role in the Foundation's ESG and accountability policy.

It operates to protect the following **general principles** which are fundamental to proper and responsible management:

- compliance with current regulations
- equality and rejection of all discrimination
- respect for the dignity and integrity of the person
- health protection
- honesty and transparency
- staff development
- quality of services
- risk culture
- internal control
- conflict of interest
- data and information protection and confidentiality
- protection of intellectual property rights
- safety, health and hygiene
- environmental protection
- heritage protection
- anti-money laundering and anti-corruption
- reputation and image of the Foundation
- respect for competition
- fight against terrorism, organized crime and subversion of the constitutional order.

The Foundation's Code of Ethics provides for **specific rules of conduct** in the following areas:

- relations with third parties
- relations with suppliers
- relations with other providers
- relations with public administrations
- economic relations with political parties, movements and associations
- relations with institutions and authorities responsible for supervision and control
- relations with the judicial authority
- media relations
- gifts and gratuities from suppliers, consultants and third parties in general
- prevention of money laundering and self-laundering
- transparency in accounting
- confidentiality of data and information and protection of personal data.

It also establishes the following **personnel policies**:

- personnel selection
- training and staff development
- personnel management
- duties of staff
- use and protection of corporate assets
- use of computer applications.

As well as the following **rules of conduct in health care activities**:










- focus on the patient
- management of accreditations
- access to health care and hospital services
- health service delivery
- health records
- reporting of services provided
- clinical trial management
- ethical advice on basic and clinical trial activities.



Our stakeholders

The Fondazione Policlinico Gemelli intends to maintain and develop the relationship of trust with its stakeholders and pursue its objectives by seeking the best balance of the interests involved, in compliance with all legal provisions and the principles of honesty, impartiality, reliability, fairness, transparency and good faith.

In the pursuit of the company's objectives, it is essential to develop forms of dialog and constant interaction with internal and external stakeholders in order to understand their needs, interests and expectations, as well as to be able to anticipate changes and identify emerging trends, enabling the Foundation to generate a relevant health and social impact and a high level of shared and constant added value over the long term.

INTERLOCUTORS	COMMUNICATION AND ENGAGEMENT INITIATIVES IMPLEMENTED BY THE FOUNDATION
 <p>Patients and their families</p>	<p>Web portal, social network, trade magazines, "Gemelli Informa" magazine, informative materials.</p>
 <p>Region, Ministry of Health and Regulatory Agencies</p>	<p>Meetings and events, press releases, research projects, conferences and seminars, health and science report, mission statement, media relations activities.</p>
 <p>Toniolo Institute, Università Cattolica del Sacro Cuore, Other Universities and Scientific Societies</p>	<p>Conferences and seminars, publications, research projects, health and science report, Mission and Impact Reports.</p>
 <p>Local and international community</p>	<p>Meetings and events, press releases, collaborations, humanitarian assistance (see Fondo Carità and Villetta della Misericordia).</p>
 <p>Volunteering and Associations</p>	<p>Meetings and events, conferences, press releases, specific initiatives, "Gemelli Informa" magazine, web portal, social networks, media relations activities.</p>
 <p>Funders and benefactors</p>	<p>Reporting and donor care activities.</p>
 <p>Staff</p>	<p>Intranet, landing page, "Gemelli Informa" magazine, training and development paths, "Welfare" newsletter.</p>
 <p>Business partners</p>	<p>Initiatives and events, partnership reports, Mission and Impact Reports.</p>
 <p>Media</p>	<p>Web portal, social networking, meetings and events, conferences and press releases, media relations activities.</p>



*Inauguration of the new Genomics laboratory in the presence of Undersecretary for Health **Pierpaolo Sileri**, the President of the Lazio Region **Nicola Zingaretti** and the President of the Oppo Association and its rooms **Resi Madia***

Social sustainability

Our staff at the service of health

The Fondazione Policlinico Gemelli recognizes the central role played by its people and the importance of establishing and maintaining relationships with them based on loyalty and mutual trust.

Therefore, the management of labor relations and collaborations is inspired by the full utilization of the resources available, with a view to fostering the development, professional growth and welfare of workers.

The Foundation applies single-level collective bargaining agreements signed with the trade union representatives of its staff, which contain the overall regulatory-economic standards applied to employees, including incentive measures, performance bonuses and corporate welfare plans.

455

Self-employed collaborators

45years

Average

62%

Percentage women

302mIn

Annual gross employee salaries in € (including social security and welfare charges)



Medical staff 1,156

Nursing staff 2,280

Orderlies, Auxiliaries, Care Assistants 705

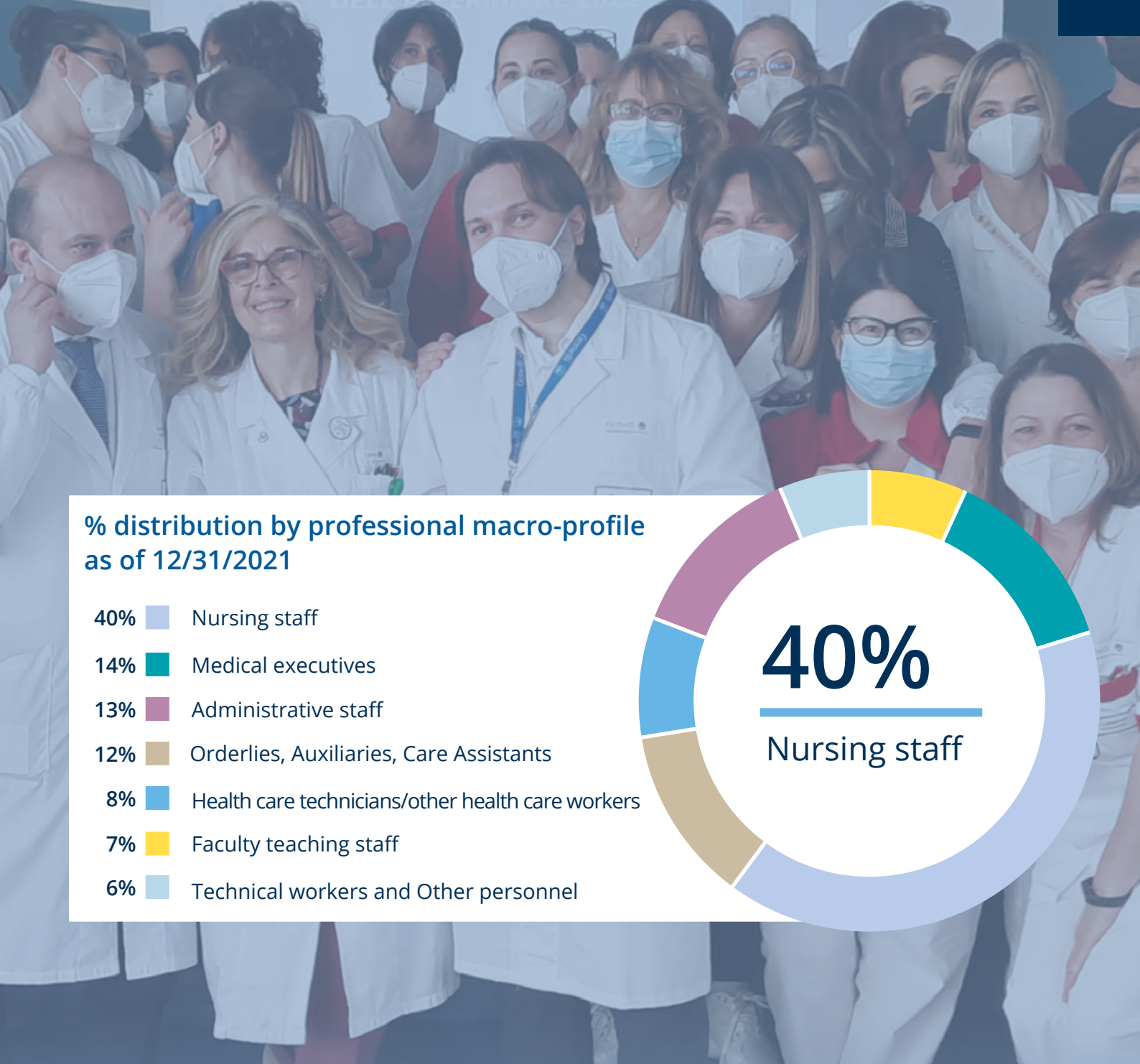
Technicians and other health profiles 478

Administrative staff 733








Other types 362



The project, submitted by the Foundation's Human Resources and Health Management, with the goal of continuous improvement in the quality and safety of services provided, is the winner for the category "**Empowerment in development paths and skills enhancement**" of the contest sponsored by the Digital Innovation Observatories of the School of Management of the Politecnico di Milano.



% distribution by professional macro-profile as of 12/31/2021

- 40%  Nursing staff
- 14%  Medical executives
- 13%  Administrative staff
- 12%  Orderlies, Auxiliaries, Care Assistants
- 8%  Health care technicians/other health care workers
- 7%  Faculty teaching staff
- 6%  Technical workers and Other personnel



NURSING STAFF

The path of the nurse is very complex: a combination of considerable technical and interpersonal skills is required to safely manage patients of all ages, from newborns to the elderly, in a life stage of particular physical and existential fragility, such as that of illness.

Nurses have played a crucial instrumental professional role in all the complex times that the Polyclinic has experienced, from the re-engineering of the Hospital, to the creation in the past year of the Central Continuing Care Unit, to the pandemic that required flexibility and sacrifice, to accreditation by Joint Commission International.

Respect for the rights of people

Proper work practices

The Foundation promotes respect for the physical and cultural integrity of the individual. It ensures working conditions that respect the dignity of the individual and safe working environments. It will not tolerate demands or threats aimed at inducing people to act against the law and the Code of Ethics, or to engage in behavior detrimental to one's moral and personal beliefs and preferences. The Entity supports and respects human rights in accordance with the UN Universal Declaration of Human Rights.

Non-discrimination

The Foundation is committed to avoiding all discrimination on the basis of age, gender, sexuality, health status, race, nationality, political opinions, and religious beliefs in all decisions affecting relations with its stakeholders.

Privacy Protection

The privacy of employees, contractors and patients is protected in compliance with the applicable regulations, including through operational standards that specify the information received and how it is processed and stored. Any investigation of people's ideas, preferences, personal tastes and private lives is excluded.

Employee involvement

Staff involvement occurs both informally, during many daily and operational business activities, and also in a structured and formalized manner. The goal of internal engagement is to ensure high operational efficiency and a good business climate, aspects that in turn affect people's motivation and productivity.

The Foundation, on this issue, conducts periodic meetings with the heads of workers on safety issues, and periodic meetings with the staff of individual departments to collect organizational and operational reports and critical issues.

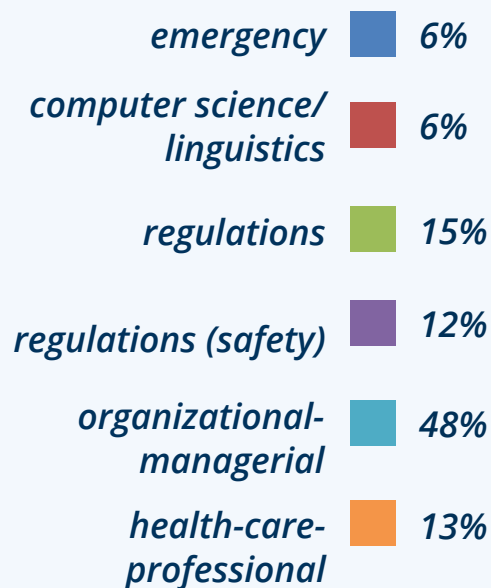




Training

For the Fondazione Policlinico Gemelli, intellectual capital and talent enhancement are strategic assets for achieving profitability and value creation goals.

The results for 2021, amounting to 179,218 training hours, are shown in the chart below in terms of breakdown by subject area:



The difficulties due to the Covid-19 pandemic brought about a reduction in specific external training, while the internal departmental training has significantly increased.

Worker health and safety

The protection of health and safety at work is one of the values that characterize the identity of the Foundation and are part of a process of continuous improvement, aimed at safeguarding as well as possible the physical and psychological integrity of all those who, regardless of their contract type, work in the various areas of the Foundation. In fact, the management's commitment is embodied in the "Occupational Health and Safety Policy," which governs the founding principles and application guidelines for pursuing the goal of prevention and protection of people.

From 2018, the Foundation has implemented a Management System in accordance with the BS OHSAS 18001:07 standard and within the framework of the protocols provided by the Organizational and Management Model pursuant to Legislative Decree 231/2001. It is a set of protocols that regulate and define the corporate structure and the management of its sensitive processes.

In **June 2021** the transition to the new international standard was initiated **ISO EN UNI 45001:19** and in **March 2022** the subsequent re-certification that resulted in the issuance of the **the new certificate n° 281098-2018-AHSO-ITA-ACCREDIA** with validity until 14/02/2025 also extended to the Gemelli Medical Point facility.

The certification, which is **unique in the Italian healthcare landscape for large healthcare facilities**, certifies, at international level, the Foundation's voluntary and concrete commitment to adopt a system to control and manage all the activities carried out, in order to minimize risks related to the health and safety of workers, contributing to the reduction of accidents. A first goal achieved along the path to excellence that will lead the Foundation, through subsequent and periodic follow-up audits, to improve its level of attention to these issues, which not only involve our workers but also our patients, users and the large student population that experiences our great hospital on a daily basis.

DNV

CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n.°: 281098-2018-AHSO-ITA-ACCREDIA | Data Prima Emissione: 15 febbraio 2019 | Validità: 15 febbraio 2022 - 14 febbraio 2025

Si certifica che il sistema di gestione di
FONDAZIONE POLICLINICO UNIVERSITARIO AGOSTINO GEMELLI IRCCS
 Largo Francesco Vito, 1 - 00168 Roma (RM) - Italia
 e i siti come elencati nell'Appendix che accompagna questo certificato

È conforme allo Standard:
ISO 45001:2018

Questa certificazione è valida per il seguente campo applicativo:
Erogazione di servizi nell'ambito dell'assistenza sanitaria, della formazione, della ricerca scientifica e dell'innovazione in campo biomedico e sanitario, sia clinico sia traslazionale (IAF: 38)

Luogo e Data:
 Vimercate (MB), 06 Maggio 2022

ACCREDIA
 UNITE ITALIANO DI ACCREDITAMENTO

Per l'Organismo di Certificazione:
 DNV - Business Assurance
 Via Energy Park, 14 - 20071 Vimercate (MB) - Italy

Claudia Baroncini
 Management Representative

Il mancato rispetto delle condizioni stabilite nel regolamento di certificazione comporta l'invalidità del certificato.
 UNITA' ACCREDITATA: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20071 Vimercate (MB) - Italy - TEL: +39 039 93 905 - www.dnv.it

DNV

Certificato n.°: 281098-2018-AHSO-ITA-ACCREDIA
 Luogo e Data: Vimercate (MB), 06 Maggio 2022

Appendice al Certificato

FONDAZIONE POLICLINICO UNIVERSITARIO AGOSTINO GEMELLI IRCCS

I siti inclusi nel certificato sono i seguenti:

Nome del sito	Indirizzo del sito	Scopo del sito
FONDAZIONE POLICLINICO UNIVERSITARIO AGOSTINO GEMELLI IRCCS	Largo Francesco Vito, 1 - 00168 Roma (RM) - Italia	Erogazione di servizi nell'ambito dell'assistenza sanitaria, della formazione, della ricerca scientifica e dell'innovazione in campo biomedico e sanitario, sia clinico sia traslazionale
FONDAZIONE POLICLINICO UNIVERSITARIO AGOSTINO GEMELLI IRCCS	Via Palencia, 4 - 00158 Roma (Roma) - Italy	Erogazione di servizi nell'ambito dell'assistenza sanitaria (poliambulatorio)

The Covid-19 pandemic: health first

Specific staff training was held on the provisions to be followed, raising awareness of the correct application of procedures and the proper use of PPE (masks, gloves, etc.).

Screening activities for staff by way of serological tests and/or antigen swabs were also activated, with participation on a voluntary basis.

Close cooperation with the Company's Occupational Physician allows for timely verification of any risk situations.

The Foundation bore the cost of swabs and tests for employees at possible risk.



105,602

Tests performed

7,545

Staff members screened

104,101

Antigen tests performed on staff

37,939

Molecular tests performed on staff

6,094

Serological tests performed on staff

Welfare

The corporate welfare plan includes both access to the flexible benefit provider's platform, in which the amounts provided for in the collective bargaining agreements are indicated, and extra-contractual initiatives structured in thematic packages, profiled based on clusters of employees and their diverse

needs.

Many welfare initiatives represent a wide range of work-life balance measures, including those which support parenting and hourly flexibility, including those related to agile work.



For the **fifth consecutive year** the Fondazione Policlinico Universitario Agostino Gemelli IRCCS has been awarded the title of **'Top Employer'**, thus entering the small circle of 131 Italian Top Employers, which includes large companies, including international ones, operating in our country, such as Amazon Italia, Unicredit, Ferrari, Acea. In the healthcare sector, in 2022 this prestigious certification was only assigned to Fondazione Policlinico Gemelli and Fondazione Poliambulanza of Brescia.



The certification is the culmination of a path of development of personnel management models, where the entire organization is stimulated to invest in innovation and improvement, paying maximum attention to corporate welfare that provides tailored benefits, merit-based compensation policies, and more generally the well-being of our employees. This recognition is a public attestation of the Gemelli's long-standing appreciation and care for the staff who work there.

Dr. Daniele Piacentini, Director of Human Resources Fondazione Policlinico Universitario Agostino Gemelli IRCCS

Volunteer efforts in our hospital

The Gemelli collaborates with more than **40 non-profit organizations** operating within it and counts on the support of **more than 400 volunteers**, engaged on a daily basis together with doctors and nurses to ensure excellent care in the wards, to support research and/or prevention, and to provide, with dedication and expertise, psychological and physiotherapeutic support services to inpatients, receive the relatives of the sick in family homes, organize workshops and recreational play-rooms for children, not to mention the emergency and urgency aspect that provides for the presence of about 70 Italian Red Cross volunteers in the Foundation's Emergency Room. Volunteers collaborate in advocacy for the sick, reporting needs and any inefficiencies and providing legal assistance through the Patients' Rights Tribunal desk, which is present in the facility and staffed by active citizens who share a common desire to ensure equal rights for all citizens in health care.

Finally, as a testament to the civic and social commitment firmly rooted in the Foundation's culture,

Policlinico Gemelli, supported by the nonprofit organizations, participates in and promotes many initiatives such as, for example, National Parkinson's Disease Day, Rare and Disabling Diseases Day, and **World Relief Day**.

The latter stems from the need to relieve the sick and their families from physical, psychological and spiritual pain and is organized annually in Italy by the Ghirotti Foundation.



Providing relief not solely related to the attention of physical pain, not only as a substitute for analgesic drugs; providing relief to be understood as lifting, rising together, because relief, as well as pain, is sharing.

— *Sandro Veronesi (2021)*

Gemelli Orientamento: practical help for receiving patients in the hospital



The young people of the Community Service - Ph by IED Rome

With the support and mediation of Unitalsi, the Fondazione Policlinico Universitario Agostino Gemelli IRCCS has promoted a plan for creating an innovative service, called GO-Gemelli Orientation, intended to improve the reception and orientation of patients and visitors, with the activation of specific services for people with disabilities and the elderly, thanks to a team of **18 volunteer operators** who perform **Civil Service duties** at Policlinico Gemelli for **12 months**, Monday through Friday, for 5 hours a day.

At the conclusion of the twelve months, the balance of the service is extremely positive **more than**

20,000 users were accompanied and welcomed with a smile, with kindness and with the professionalism of specially trained young volunteer workers.

In addition to performing a **useful service** for the people who access the Polyclinic, the young volunteers are offered **a highly educational and professionalizing experience** in a large health facility, which allows the young people to be able to express their aptitudes, "skills", and talents to the full, so as to make them the true protagonists of the experience and build day after day, with them, an increasingly better service.



Gemelli Orientamento

siamo qui per accompagnarvi



The many solidarity projects include:

Fondo Carità: immediate support for patients in severe financial hardship

Since 2015, the Fondazione Policlinico Gemelli has established the "Fondo Carità" to respond directly and quickly to the needs and requirements that arise in the life of the hospital, through listening to and learning about social and economic emergencies, which may affect individual patients or even their families. The Fund, to give a few concrete examples, supports expenses for non-prescription drugs, repatriation of foreign patients in financial difficulty upon discharge from the hospital or funeral expenses, and tries to solve other small daily needs.

Fondo Carità



Con il sostegno di
Fondazione Valentino Garavani e Giancarlo Giammetti



The Fondo Carità is financially supported by the Fondazione Policlinico Universitario Agostino Gemelli IRCCS and the Valentino Garavani and Giancarlo Giammetti Foundation, but also receives donations from generous private citizens.

Villetta della Misericordia, a home for those who don't have one



Villetta della Misericordia is the first shelter in Rome for homeless people located in a university and hospital area. It was created upon the initiative of the Fondazione Policlinico Universitario A. Gemelli IRCCS, the Giuseppe Toniolo Institute for Advanced Studies, the Università Cattolica del Sacro Cuore and the Community of Sant'Egidio, inaugurated on June 16, 2016 on the campus of the Università Cattolica del Sacro Cuore and of the Gemelli.

Villetta della Misericordia accommodates up to twenty guests, homeless men and women from

Italy or abroad. Priority is given to housing the 'homeless' people already present in the Policlinico A. Gemelli area. The facility aims to offer decent accommodation to the many people who seek shelter for the night, sometimes even in the waiting rooms of Rome's Emergency Rooms or in the hospital grounds. The initiative is also made possible thanks to the valuable collaboration of several Catholic institutions that want to offer a concrete response to the serious problem of poverty in Rome, each for its part. At the same time, it implements a model of reception that can also be implemented in other hospitals.



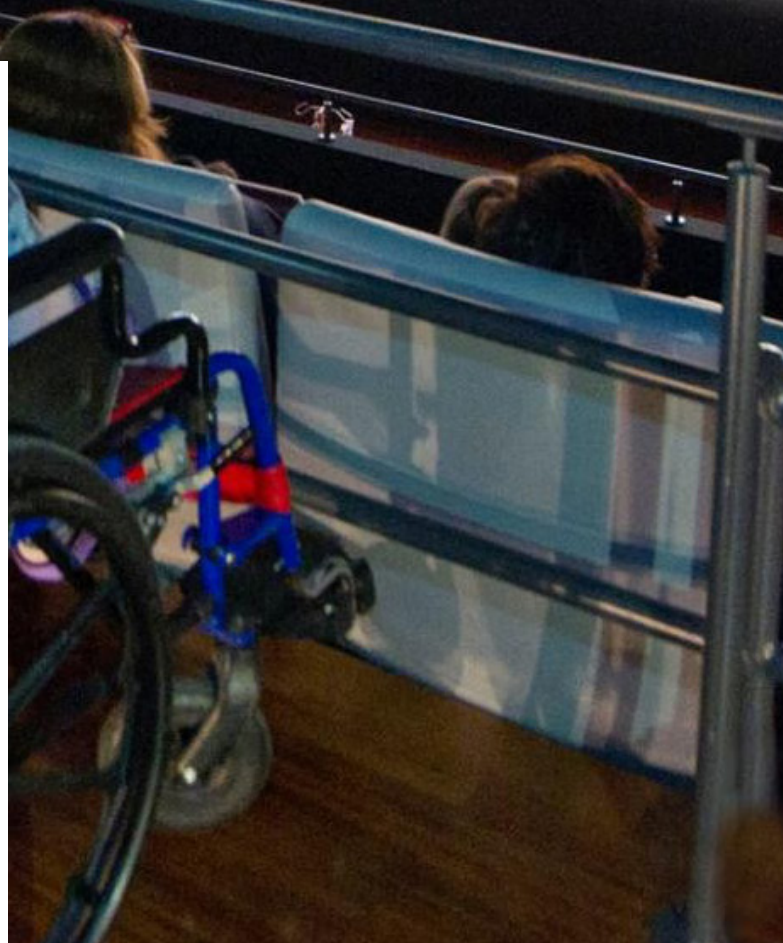
MEDICINEMA

feel better with film

In partnership with MediCinema Italia Onlus, **the MediCinema cinema hall** is located inside Policlinico Gemelli, the first hospital in Italy to have a designated space for hosting "cinematherapy" and relief therapy for patients and their families.

The hall can also accommodate patients who are not self-sufficient, bedridden or wheelchair-bound, catering for up to 130 people including patients, family members, friends, volunteers and caregivers. Research is an integral part of the MediCinema project.

MediCinema Italia Onlus and Fondazione Policlinico Universitario Agostino Gemelli IRCCS confirm their partnership for the fifth consecutive year of the Rome Film Festival, hosting two films from the official program of the 16th edition.



Our partnerships at the service of the country

An extraordinary and ambitious joint project promoted by the Fondazione Istituto G. Giglio of Cefalù and the Fondazione Policlinico Universitario Agostino Gemelli IRCCS of Rome, a benchmark for health care in Italy and abroad, its aim is to expand and qualify the range of health care offered by the Sicilian Region.

The initiative stems from the desire to combine the excellence and clinical, surgical and scientific avant-garde of Policlinico Universitario Gemelli in Rome and Istituto Giglio in Cefalù to offer patients the best medical care within the region where they live and work.

Gemelli Giglio Medical Partnership is an innovative, competent and concrete response to the health needs of Sicilian citizens that looks to the future, intercepting the new needs of patients.

Through the implementation of biomedical, experimental and clinical research programs, training and knowledge transfer programs, and the enhancement of the internal resources, Gemelli Giglio Medical Partnership stands to become a flagship of healthcare in Southern Italy.



The first centers of the Gemelli Giglio Medical Partnership:

- ENDOCRINE DISEASE AND OBESITY CENTER
- LAPAROSCOPIC AND ROBOTIC PANCREATIC AND COLORECTAL SURGERY CENTER
- LIVER AND BILIARY TRACT SURGERY CENTER
- GYNECOLOGICAL CANCER AND ENDOMETRIOSIS CENTER

The partnership between the Fondazione Istituto Giglio of Cefalù and the Fondazione Policlinico Universitario Agostino Gemelli of Rome IRCCS was formed with the aim of "developing a center of excellence in oncology-driven research and higher education," qualifying even more the healthcare offerings of Cefalù's Giglio Hospital and expanding the range of services.

"It is a project we are proud of, the result of a challenging path that allowed us to identify, through a public tender, a partner of excellence such as the Gemelli in Rome. We have worked, in this first year, to offer Sicilians the best care in our region, to intercept those pathologies with more numerous "runaway drug rates" that burden Sicilian health care costs, so as to free up resources for other care, and to expand our hospital's offerings. We are pleased with this launch, which is the basis on which the entire project will be developed. We also have a dream that we are already working on, which is the opening of a university campus with the Policlinico Gemelli in Cefalù."

Dr. Giovanni Albano,
President of the Fondazione Giglio





MATER OLBIA
HOSPITAL



Mater Olbia Hospital is the result of the partnership between Qatar Foundation Endowment and Fondazione Policlinico Universitario Agostino Gemelli IRCCS aimed at the realization of an **avant-garde, excellent hospital** serving the territory of Gallura and all of Sardinia.

5 Operating rooms

3 Endoscopy rooms

1 Intraoperative CT scan

202

Total beds

of which **145** activated as of 12/31/2021

34

COVID(*) beds

of which:
6 IC
8 sub IC
20 ordinary wards

3,725

Surgeries

199,792

RHS Outpatient services

of which:
6,088 Radiotherapy

116,446

Outpatient services for which payment is due

544

Endoscopy procedures

Gemelli
Molise



317,888

RHS Outpatient services

130

Total beds

4,159

Admissions

The value of quality

Listening to our patients

The Foundation, over the years, has refined its operating model by always placing the patient at the center of its strategic and organizational choices. Analysis of patient expectations and their evolution over time allows the Foundation to develop organizational and operational models that result in effective, quality and efficient responses. For years, the Foundation has been conducting specific surveys to assess the level of experience of

its patients and to improve its operations. These include:

- periodic questionnaires which have found that patients are satisfied with the service they receive and their relationship with the Foundation;
- analysis and monitoring of disputes with identification of possible corrective actions.

50,692

Questionnaires distributed to patients

31.5%

Percentage Respondents

15,948

Total responses

8.41

Average level of satisfaction







Environmental Sustainability

The Foundation has an increasing focus on environmental protection and conservation of natural resources. Indeed, relevant reasoning and projects aimed at preventing and reducing environmental impact through, for example, efficient use of natural resources, optimization of logistics flows, and responsible waste and transportation management are underway.



The environmental aspects subject to specific considerations touch on the following issues:



electricity consumption



water discharges



materials containing asbestos, PCBs, Halons and CFCs



power generation



waste



external odors, vibrations, radioactivity, electromagnetic fields



water consumption



external noise



landscape



methane and fuel oil consumption



fire prevention



atmospheric emissions



ozone-depleting substances

Our approach to the environment

The Foundation's activities must first be managed in full compliance with current environmental regulations, with the aim of minimizing their potential impact. The operational management takes into account advanced environmental protection and energy efficiency criteria.

In summary, **the actions that the company applies in order to reduce the environmental impact** of its activities are as follows:

- 1 evaluate investments and plant modifications considering technical-economic and environmental aspects;**
- 2 attend to the continuous technological upgrading and application of economically viable techniques with the least environmental impact;**
- 3 implement suitable monitoring systems for performance evaluation to identify and manage relevant environmental aspects;**
- 4 prevent, control and reduce the generation of non-sanitary waste during the production process steps and promote its recovery;**
- 5 properly manage all other types of waste;**
- 6 adopt criteria that enable the sustainable use of the available resources;**
- 7 promote a sense of responsibility toward the environment at every level through communication, awareness-raising activities and ongoing staff training.**

The quality and environment policy is defined and approved by the Board of Directors.



Our approach to the circular economy

We operate a careful management of **recycling collection** and continuous waste reduction, as well as proper disposal of hospital waste.

We demand from our suppliers the study and design of products focused on the highest quality and the **continuous search for the reduction of environmental impact**, including in packaging.

Our activities include **continuous monitoring of energy consumption** and heavy investment in new equipment and technology to **increase efficiency and reduce consumption**.

We seek to **minimize emissions**, optimizing transportation and requiring service providers to comply with our environmental resolutions.

Creating value in the area in which it operates is important to the Foundation, and that focus translates into concrete support in many activities that support people and neighboring communities, including in collaboration with nonprofit organizations.

Economic sustainability

The economy of the Fondazione Policlinico Gemelli at a glance
(values in thousands of €)

	2020	2021
Value of Production	€ 731,223	€ 821,556
EBITDA	4.5%	7.1%
Total net invested capital	€ 330,643	€ 320,432
Net financial debt	€ 173,581	€ 160,946
Net worth	€ 157,062	€ 159,486

Investments

Over the past few years, major investments have been approved to support the growth of the Foundation's activities and social impact, some of which have already been implemented and some of which are in progress. These investments were aimed at increasing production capacity, efficiency, safety and the environment.

Approach to management

The management of the Fondazione Policlinico Gemelli is guided by the principles of professional management of nonprofit organizations that combine the pursuit of high social impact with the achievement of solid conditions of sustainability, including economic and environmental sustainability.

Management is directed and controlled by the Board of Directors and implemented by a highly professional management team placed under the leadership of Prof. Marco Elefanti, General Manager.



The added value created and distributed: over €369 Mln benefiting so many

The calculation of the added value created and distributed provides a link between general accounting and social impact, with the aim of representing the wealth created by the Foundation's activities and redistributed for the benefit of the community and identifying within it the stakeholders who are recipients of the value created. Redistributed added value is an indicator of the economic wealth distributed to communities and stakeholders and thus also of the socio-economic impact produced by the Foundation.

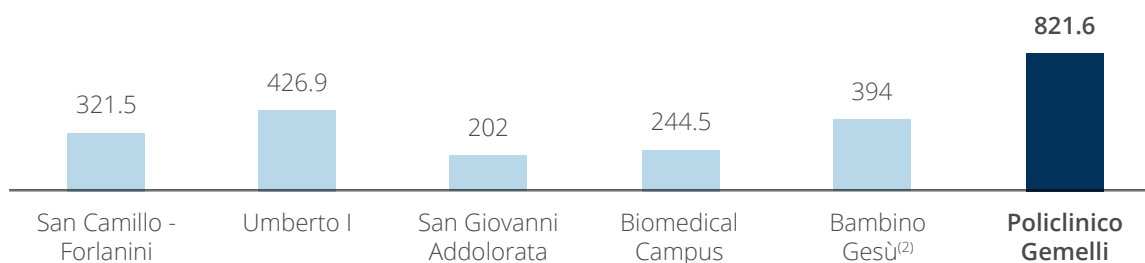
Value generated and value distributed (in thousands of €)

DETERMINATION OF VALUE ADDED	31/12/2021	31/12/2020	delta %
Production value and other income	786,772	695,544	13.1%
Intermediate costs of production			
Consumption	- 207,720	- 179,203	
Services	- 167,393	- 146,731	
Use of third-party assets	- 9,323	- 10,949	
Miscellaneous operating expenses	- 6,448	- 1,450	
Characteristic gross added value	395,888	357,211	10.8%
Ancillary and extraordinary components			
Extraordinary income/expenses	-	- 1.771	
Global gross added value	395,888	355,440	
Depreciation and amortization	- 26,753	- 20,623	
Global net added value	369,135	334,817	10.2%
Allocation of added value			
Staff Remuneration	298,779	283,880	5.2%
Remuneration of Public Administration	52,370	45,568	14.9%
Remuneration of credit capital	13,652	12,500	9.2%
Remuneration of the Community/Environment	2,228	1,131	97.0%
System Entity	2,106	- 8,262	
Total	369,135	334,817	10.2%

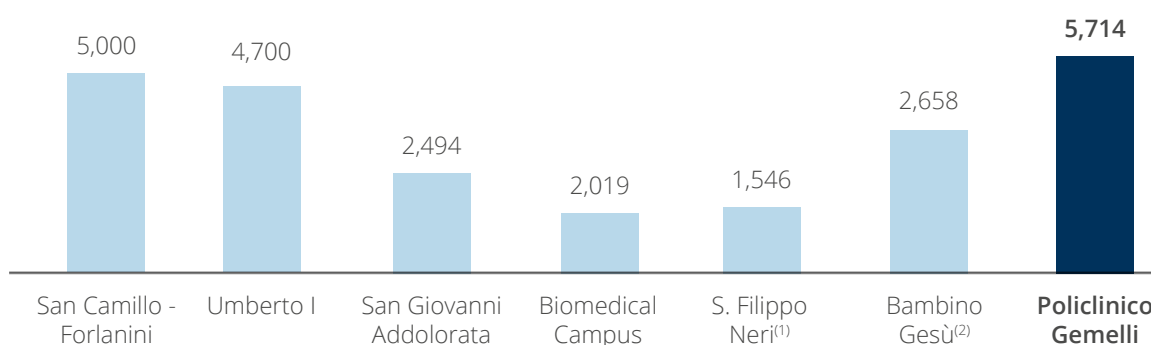


Rome's largest hospital by production volume, beds and number of employees

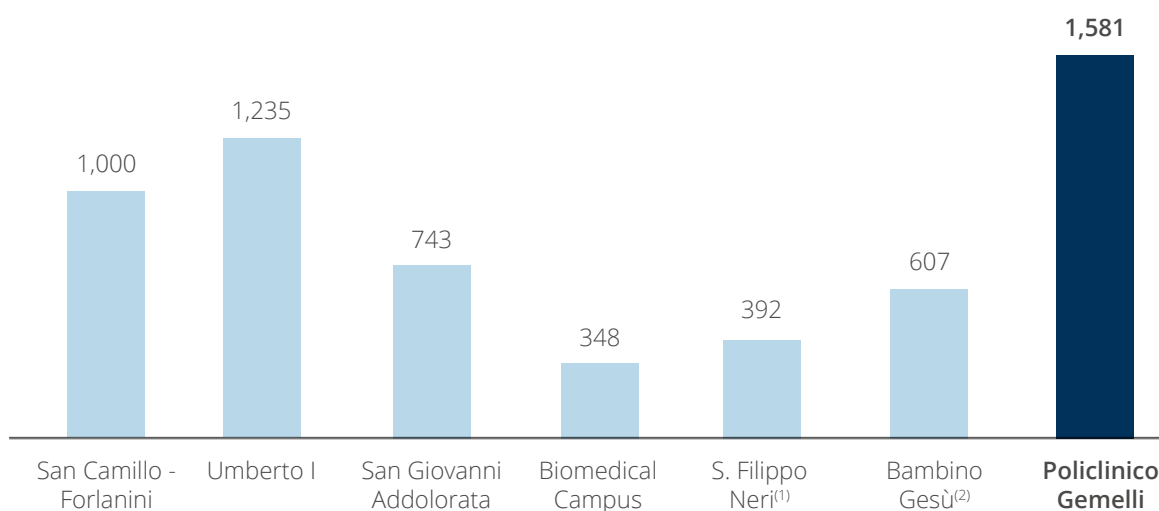
Production volumes (in mln/€)



Number of employees



Number of beds



(1) The data refer to 2018 - (2) the data refer to 2020



The value of the estimated (minimum) related income produced by Policlinico Gemelli for the city of Rome in 2021

Policlinico Gemelli is a significant producer and distributor of economic wealth for the city of Rome and its residents for all economic categories:

€423 million : Annual value of estimated (minimum) related income produced by Policlinico Gemelli for the city of Rome and neighboring territories

€1,159,000 Daily value produced for the city of Rome

€115.8 million

Estimated net salaries spent by employees in business establishments in the city of Rome

€208.8 million

Wealth distributed by the hospital to Rome's supplier companies

€43.2 million

Estimated expenditures for local transportation by all those who reach the Polyclinic each day

€16 million

Related income generated estimated for bars and eateries surrounding the hospital

€8.6 million

Estimated expenses for room and board from relatives of out-of-region patients in the city of Rome

€4.6 million

Rents paid by Gemelli to landlords in the city of Rome

€0.9 million

Estimated expenses for local public transportation from relatives of out-of-region patients

€1.5 million

Local taxes (IMU and TARI) paid by Policlinico Gemelli to the city of Rome and neighboring territories

€21.8 million

Increased revenue realizable by property owners located in the vicinity of the Gemelli when selling their properties

Each year, Policlinico Gemelli generates incremental wealth **for each inhabitant:**

- **of the municipalities near the polyclinic** amounting to **€675**;
- **of the city of Rome alone** amounting to **€154**;
- **of the city of Rome and metropolitan area** equal to **€100**.

225%

The subsidiarity multiplier produced by Policlinico Gemelli in 2021

Policlinico Gemelli returned in 2021 a total economic value of 2.25 times the public funding it received to patients and the city of Rome.

The Gemelli, in fact, in 2021 against 529 million euros received from the National Health System,

provided health care services to patients worth 697 million euros, and wealth to the city of Rome amounting to 424 million euros, totaling a returned value of 1,192 million euros, with a return of public funds of 225 percent.

Methodological note on estimating the related economic income produced by Policlinico Gemelli in 2021

The economic impact data produced by Policlinico Gemelli reported constitute minimum estimated values and were determined by combining accounting data, internal estimates and official public data.

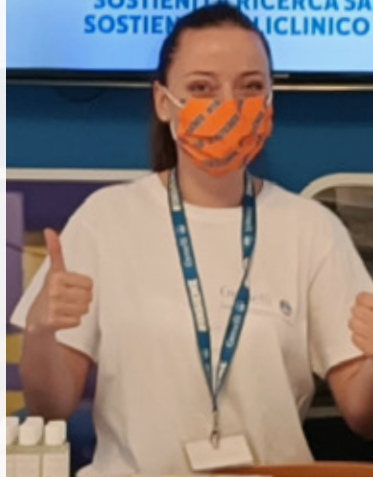
Specifically, the values of local taxation paid by Policlinico Gemelli in 2021, the values of supplies paid to supply companies in Rome and neighboring municipalities, the share of net salary spent by employees in commercial establishments in Rome and neighboring areas was estimated (also in light of the average savings rates of Italian citizens, published by official sources, taxation and social security contributions paid by employees); the volume of out-of-region patients (and their accompanying relatives) arriving at Policlinico Gemelli and their

minimum expenditures for room and board, determined on the basis of the number of average days of hospitalization, the volume of people accessing Policlinico Gemelli each year and their average "outdoor" expenditures were reconstructed.

Through internal estimates, the transportation costs incurred by people outside the Region (in light of the analysis of their geographic origin) and those incurred by all people accessing the Policlinico Gemelli every day were also determined, while the highest value realizable by the owners of properties located in its vicinity was determined based on the listings and volume of properties for sale as published by major real estate websites in June 2022.

8

A LARGE
COMMUNITY
TO SUPPORT



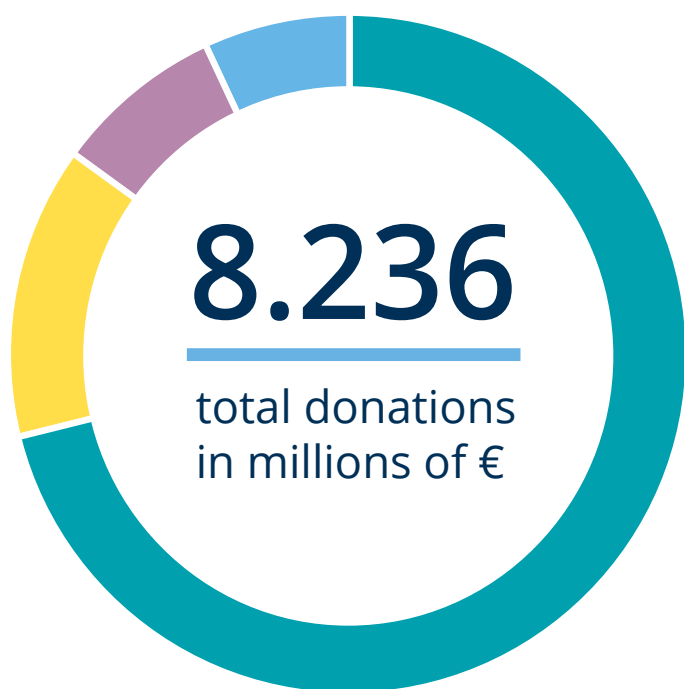
Gemelli



**Fondazione Policlinico Universitario Agostino Gemelli IRCCS
Università Cattolica del Sacro Cuore**

Supporting the Fondazione Policlinico Universitario Agostino Gemelli IRCCS is being part of a large community that believes in the advancement of science, the search for new cures for disease, and the adoption of healthy and ethical lifestyles. It means making a concrete contribution to the betterment of society and the life paths of people who suffer.

Funds raised to support health and research



Policlinico Gemelli is a nonprofit organization active in fundraising for the realization of care, research and solidarity projects, as well as for interventions to improve environments and technological equipment at the Polyclinic or to finance scholarships and career paths for our physicians and researchers.

All of this is possible **thanks to the generosity of so many people, companies, associations and institutions** who choose to support Gemelli with gratitude and trust.

During this year, which is still difficult due to the continuation of the pandemic, Policlinico Gemelli was able to count on the fundamental support of many donors, raising funds worth a total of **more than €8.2 mln.**



A heartfelt THANK YOU

to all the companies, institutions, foundations and associations that have supported us in this still difficult year, along with many private citizens.

5xMILLE

Gemelli



Research is one of the daily protagonists in the efforts that doctors and researchers make to find the best therapeutic solutions 'tailored' to each person. The pandemic has shown that answers come quickly when research is well funded and carried out methodically and in the right spirit of urgency.

Dr. Carlo Fornario,

Director of Fundraising, Campaigns and Events



Over the years **more than 50 thousand people**, with a signature next to the tax code 13109681000 have trusted the research activities of our Polyclinic, so offering a concrete hope to sick people and their families.

The advantage of doing research in a hospital is in being able to go from the laboratory to the clinic, to the patient's bedside, technically called translational research. The Polyclinic has a very high caseload, and digitization, with the right funding, could yield important results in disease management through predictive medicine as well.

Innovation, the result of continuous research, is one of the Gemelli's key words.

To donate 5x1000 to Policlinico Gemelli simply:

1. fill out the 730 form, CU or the Unico Form
2. sign the form in the box "Health Research Funding."
3. under "beneficiary tax code" write 13109681000

The 5x1000 allocation has no additional cost and is not an alternative to the 8x1000 allocation.



#INSIEME

SOSTENERE LA RICERCA SIGNIFICA NON LASCIARE
NESSUNO DA SOLO PER OFFRIRE A TUTTI
RISPOSTE CONCRETE E CURE MIGLIORI.

5X1000MILLE

Gemelli



RICERCA SANITARIA

CF : 13109681000

5X1000.POLICLINICOGEMELLI.IT



Research can never stop. In the midst of the emergency, it addressed the immediate problems; highly efficient systems were developed to assess the presence of the disease on a large scale, and the vaccines produced are also the result of an incredible research effort. But now we have to continue to study how this disease can harm and create problems for those who have passed the acute phase, in the long run. We need to understand how well the vaccines can protect against infection and for how long. These are all areas that we need to continue to study in order to understand more and more precisely how this virus works.

Prof. Maurizio Sanguinetti, Director of the Department of Laboratory and Infectious Sciences, Director of the Microbiology OU, Fondazione Policlinico Universitario Agostino Gemelli IRCCS - Full Professor of Microbiology and President ESCMID (European Society of Clinical Microbiology and Infectious Diseases)

over
€130,000

Funds raised for the campaign
"TOGETHER BEYOND COVID"

21,000

Donations for the campaign
"TOGETHER BEYOND COVID"

In the month of October, an **awareness and fundraising campaign was activated on the Rai channels** with the aim of supporting the many activities that the Foundation has put in place in response to the pandemic, such as the conversion of the Columbus Presidio into a Covid Hospital and the opening of the Post Covid-19 Day Hospital (the first in Italy to treat the symptoms of the long Covid syndrome), as well as the strengthening of the Microbiology and Pneumology areas, for a total of more than 130,000 euros raised against about 21,000 donations received between text messages,

calls, web and direct contributions. The campaign was an opportunity to provide information-through the invaluable testimony of the Gemelli physicians, researchers, and health care staff who have been and are still engaged on the front lines-about how health care protocols and treatments have changed, but also about the changing needs of health care facilities. The high visibility achieved by the campaign's media presence has sparked attention and stimulated several donations of significant amounts from companies and individuals to support the campaign's projects.

Rai Per il Sociale

SOSTIENI LE ATTIVITÀ CLINICHE E DI RICERCA DEL POLICLINICO GEMELLI

DONA AL 45597

dall' 11 al 27 ottobre

INSIEME OLTRE IL COVID

2€ SMS da cellulare | 5 o 10€ chiamata da rete fissa | 5€ chiamata da rete fissa

Logos: WINDTRE, TIM, vodafone, iliad, portemobile, capivoce, TISCALI, FASTWEB, TWT, Copermanca, portemobile

Help us to help!

How to support the Policlinico Gemelli

There are many ways to donate and many moments to support Gemelli IRCCS Foundation throughout the year that can turn into concrete gestures of solidarity.

With the help of the whole community, we can develop the best scientific research for the treatment of diseases and support activities aimed at humanizing care, promoting prevention for health protection.

Regular donation

As of July 2021, the Fondazione Policlinico Universitario Agostino Gemelli IRCCS has initiated a new mode of donation: regular, or ongoing, donation. Staff can be met at various points in the hospital to provide information and enable the activation of **ongoing donations** in support of the Polyclinic's health research. The first few months of operation have already convinced hundreds of people to donate via automatic modes. This type of donation is particularly valuable for research: it allows work to be done with certain and planned funds and enables investments with economic coverage. The ongoing donation drive will continue in the future, with the goal of engaging, informing and enthusing more and more people about the cause of research and the development of new drugs and therapies.

Learn more at donaora.policlinicogemelli.it/donazione-regolare/



Some of our donors during the Research Open Day

Donation in memoriam

Choosing to make a memorial donation is the most beautiful gesture to pay tribute to a loved one: it means renewing in the present the memory of someone we loved, entrusting the future with continuity with the past.

It is a simple yet responsible gesture that will help discover increasingly targeted and selective treatments and provide real hope for those living in suffering.

Testamentary bequests

A will is a simple act, a free act, always revocable, and gives you the assurance that your savings will go to the people closest to you, to specific projects, to causes you believe in. A testamentary bequest is the most concrete way to ensure that one's support will live on into tomorrow and make a difference for all the sick people who come to our Polyclinic, helping to support future research and clinical care projects.

Solidarity favors

For life's unique occasions, a solidarity favor is a precious and special keepsake to show solidarity and closeness to those in need. Choosing a solidarity favor means celebrating twice, because in addition to the symbolic value of remembrance, the funds donated will help fund the Hospital's projects. It is important for the Foundation to donate the full amount of the donation to those in need: for this reason, no items are provided save a card of our own that testifies to the choice of a wedding favor as a special way to celebrate an important moment in one's life, by thinking of others.

.....

For info and contacts:

✉ insieme@policlinicogemelli.it

☎ +39 06 3015 8282

🌐 donaora.policlinicogemelli.it



"DO NOT BE AFRAID!"

*Marble statue depicting Pope St. John Paul II
Work of Stefano Pierotti (2009)*

“In una vita di insegnamento ho fatto crescere centinaia di bambini. Sono stati i bimbi malati che ho incontrato, invece, a far crescere me.”



Con il patrocinio e la collaborazione del
 CONSIGLIO NAZIONALE DEL NOTARIATO

CON IL MIO LASCITO AL GEMELLI DOMANI SARÒ UNA PEDIATRA E LOTTERÒ PER LORO CON LA FORZA CHE MI HANNO INSEGNATO.

Hai dato tanto alla vita. Puoi continuare a farlo con un lascito testamentario alla Fondazione Policlinico Universitario Agostino Gemelli IRCCS.

La Fondazione Policlinico Gemelli IRCCS è un ente senza scopo di lucro che da oltre 50 anni si dedica alla cura e alla salute delle persone attraverso la sua dedizione alla ricerca e con un impegno quotidiano nel mettere sempre al centro il paziente, con la sua umanità, integrità e dignità. Con un lascito al Gemelli potrai contribuire alla realizzazione di progetti di assistenza, ricerca e solidarietà, nonché sostenere interventi volti a migliorare ambienti e dotazioni tecnologiche dell'ospedale. Per maggiori informazioni insieme@policlinicogemelli.it

donaora.policlinicogemelli.it/lasciti-testamentari


Fondazione Policlinico Universitario Agostino Gemelli IRCCS
Università Cattolica del Sacro Cuore

To stay in touch with us

1,465,677

Website visits to policlinicogemelli.it in 2020

1,799,368

Website visits to policlinicogemelli.it in 2021

2,326,374

Website sessions on policlinicogemelli.it in 2020

2,971,337

Sessions on the website policlinicogemelli.it in 2021

Gemelli Informa and policlinicogemelli.it

The newsletter - **36,000 hard copies** of which are distributed to the public who visit the Gemelli and sent by e-mail to a database of **about 23,000 subscribers** - and the website present the mission and the many activities that are carried out daily, the entities with which the Foundation collaborates and the many people who are involved or benefit from this commitment. An important space within the tools (donaora. policlinicogemelli.it) is dedicated to the themes of fund-raising and reporting of the results achieved.

Social networks

Over the past year, the Gemelli's presence on the main social media platforms (**Facebook**, **LinkedIn** and **Instagram**) has grown, allowing us to interact in real time with our stakeholders and listen to their voices, offering news and updates related to the clinical and scientific activities of its professionals, as well as presenting new projects and services and the events of the Foundation.

facebook

17,500

Fans in 2020

21,000

Fans as of 12/31/2021

LinkedIn

37,500

Followers in 2020

44,000

Followers as of 12/31/2021

Instagram

...

Followers in 2020 (profile opening)

4,000

Followers as of 12/31/2021

The outcomes of the Press Office's communication activities

The communication and media relations activities of the Press Office have resulted in a considerable and constant presence of the Entity in national and local daily and periodical, generalist and specialized printed and web media, as well as radio and TV stations, with the publication and broadcasting of reports and interviews with experts and institutional representatives.

In detail, **about 3,900 articles (reports, articles, interviews, signed contributions, photo-news, briefs) have been published** in national and local editions of major newspapers and magazines. Policlinico Gemelli has been mentioned in **1,960 TV services**, in **more than 650 radio broadcasts**, with an **average of more than 7 times a day**.

The Gemelli's web presence is on the rise: nearly **14,800 online publications** on major generalist and specialized portals.

The Gemelli's collaboration, with the **Radio Vaticana weekly medical program "Effetti Collaterali"**, which began in **2001** and the one with **RTL 102.5**, which began in **December 2019**, with a daily radio slot dedicated to current medical and health topics with doctors from Policlinico Gemelli have been confirmed.



Visit of the **Minister of Defense Lorenzo Guerini** during the Christmas concert of the Navy band.



"Serving others, serving us all" is the title of one of the photos in the Italian Navy's 2022 calendar, which depicts two doctors from Policlinico Gemelli and two Navy officers together in the hospital forecourt.

The calendar, which illustrates the Navy crew and its vehicles through the lens of photographer Massimo Sestini, has a charitable purpose, supporting the Agostino Gemelli IRCCS University Polyclinic Foundation.

Methodological note:

This Mission and Impact Report of the Fondazione Policlinico Gemelli for 2021 was drawn up voluntarily in line with:

- *the guidelines adopted by the Decree of the Minister of Labor and Social Policy of July 4, 2019 issued for third sector entities pursuant to Legislative Decree No. 117/2017;*
- *the GRI (Global Reporting Initiative update 2021) international social reporting standards;*
- *the international standards set forth by the NGO sector supplement;*
- *the contents of the UN's Sustainable Development Goals (UN SDGs).*

Specifically, the document reports the mission, health, social, economic, and environmental results of the Fondazione Policlinico Gemelli for calendar year 2021; a year that was still complicated due to the continuing Covid-19 contagion.

This report aims to highlight the health, social and economic impacts produced by Policlinico Gemelli for the benefit of the people and territories served, referring in particular to the following key stakeholders, with whom numerous opportunities for dialog (both formal but also informal) occur daily in the Foundation by management and especially the medical and non-medical staff, first and foremost: patients, their families, suppliers, the Public Administration, donors and the territory. The document contains a wealth of data referring generally to all the Foundation's stakeholders, not least the staff.

It is a non-consolidated financial statement. The economic data were taken from the Foundation's duly approved fiscal year 2021 financial year statement, which is subject to statutory audits. The estimate of the economic value produced and returned by the Polyclinic to the city, and to the area in general, was calculated based on the Foundation alone.

It reports on many material topics: the values and identity of the Institution; the quantity of patients treated and their profile;

the quantity, quality and significance of the healthcare activity offered, but also of the scientific research and educational activity carried out; the strategic plan of Policlinico Gemelli; its increasingly recognized national and international value; the governance and organizational structure; the organization of its services; the profile of the salaried staff working daily in the service of patients and the Organization; but also the Foundation's economy; the value produced and returned to the country and the community of Rome; moreover, Policlinico Gemelli's growing focus on sustainability and the achievement of the UN Sustainable Development Goals; the communication and fundraising activities at the service of health and research; and the main current and future projects.

The Mission and Impact Report also includes the (optional) tables of compliance of the contents of this document with respect to the national guidelines established by the Ministry of Labor on the drafting of the social reports of Italian third sector entities (not mandatory for the Fondazione Policlinico), with respect to the international standards of the GRI (Global Reporting Initiative - Update 2021) and the NGO sector supplement, which constitute valid methodological references for an excellent international facility such as the Fondazione Policlinico Gemelli, as well as with respect to the UN SDGs relevant to the Policlinico. These are incremental methodological reporting compliance paths, which are not mandatory for the Foundation, but properly undertaken by it in light of its values and its great health, social and economic relevance nationally and internationally.

For all these aspects, the Mission and Impact Report of the Fondazione Policlinico Gemelli is increasingly a point of reference for many organizations, but above all an increasingly unified and methodologically grounded multi-stakeholder information tool aimed at expressing the relevant activity and impacts produced by this great virtuous system of health at the service of the person.

Prof. Marco Grumo, Professor of Business Economics Università

Cattolica del Sacro Cuore and Scientific Coordinator for the Third Sector

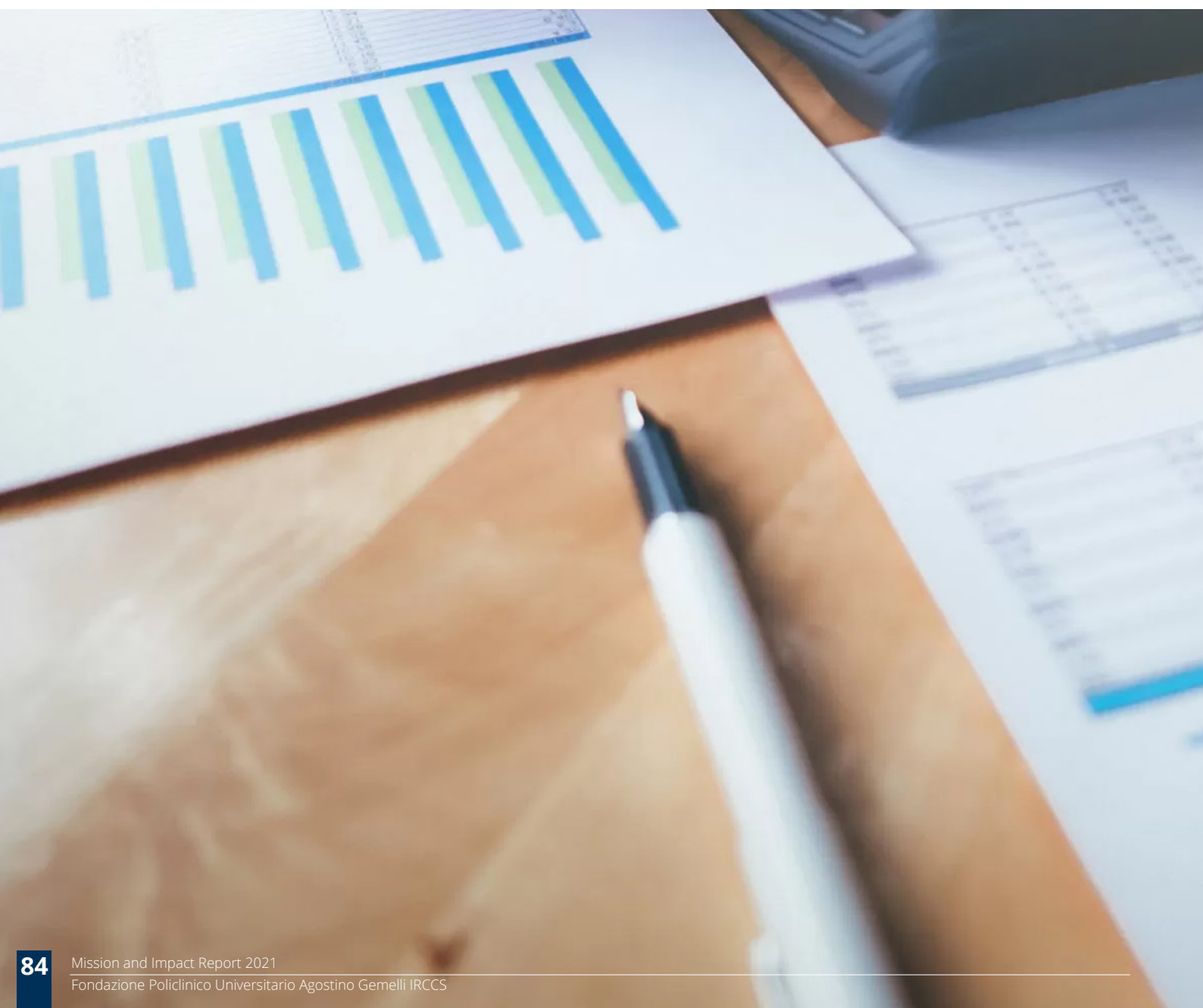
Attachments:

Table detailing the correspondence of the contents of the Mission and Impact Report of the Fondazione Policlinico Gemelli with the relevant UN Sustainable Development SDGs

UN SDG	DESCRIPTION	AFFECTED SECTION OF THE BUDGET
No poverty	<i>Given its distinctive mission, the Policlinico Gemelli Foundation also participates in and implements some specific anti-poverty projects</i>	<i>ESG report</i>
No hunger	<i>This is a goal that does not directly affect the Foundation's activities. However, the Foundation participates in some projects on the topic.</i>	<i>ESG report</i>
Good Health and Well Being	<i>This constitutes the characteristic activity of the Foundation. The services provided and health impact produced are significant.</i>	<i>Info related to clinical and research activity present throughout the report</i>
Quality education	<i>The educational activities provided by the Faculty of Medicine and Surgery at Università Cattolica del Sacro Cuore are a fundamental aspect of the Foundation's work.</i>	<i>Collaboration with the Faculty of Medicine and Surgery of the Università Cattolica del Sacro Cuore</i>
Gender equality	<i>The Foundation has a high percentage of female employees in its staff.</i>	<i>ESG report and section with references to the Code of Ethics</i>
Clean water and sanitation	<i>The goal is not directly related to the Foundation's activities although it does participate in some projects on this topic.</i>	<i>ESG report</i>
Affordable and clean energy	<i>In order to help people, the Foundation needs a lot of energy. Many efforts are being made to make this significant use more and more eco-friendly and functional to the activity performed.</i>	<i>ESG report</i>
Decent work and economic growth	<i>The Foundation has always applied labor conditions and contracts in line with the best national and international standards.</i>	<i>ESG report and section with references to the Code of Ethics</i>
Industry, innovation and infrastructure	<i>The Foundation implements continuous processes of innovation to its facilities and the tools it uses to care for patients.</i>	<i>Infrastructure, technology and distributed value sections</i>
Reduced inequality	<i>The Foundation has always implemented inclusion policies at all levels and from all perspectives.</i>	<i>ESG report and section with references to the Code of Ethics</i>
Sustainable cities and communities	<i>The Polyclinic is a large health city with an incremental sustainability project.</i>	<i>ESG report and distributed value</i>
Responsible consumption and production	<i>The Polyclinic is very waste-conscious and implements responsible production of its health care services.</i>	<i>ESG report</i>
Climate action	<i>The Polyclinic has an incremental energy-efficiency project underway that is compatible with the activity performed and the significance of the health care services implemented.</i>	<i>ESG report</i>
Life below water	<i>This goal does not directly involve the activities of Gemelli Polyclinic. However, many efforts are underway on this specific issue.</i>	<i>Irrelevant aspect for the present case</i>
Life on land	<i>Policlinico Gemelli is attentive to caring for nature and preserving biodiversity.</i>	<i>ESG report</i>
Peace, justice and strong institutions	<i>The Polyclinic recognizes equal rights for all patients, employees, suppliers and other stakeholders.</i>	<i>ESG report</i>
Partnerships for the goals	<i>The Polyclinic offers many forms of aid to developing countries.</i>	<i>ESG report</i>

Voluntary compatibility analysis of the Mission and Impact Report 2021 of the Fondazione Policlinico Gemelli based on the social reporting guidelines of third sector entities and social enterprises provided by Decree July 4, 2019

STRUCTURE AND CONTENT OF THE SOCIAL REPORT	POLYCLINIC REPORT 2021
<i>Methodology adopted for the preparation of the social report</i>	<i>Methodological note</i>
<i>General information about the institution</i>	<i>Introductory part, info on activities carried out and relations with Università Cattolica del Sacro Cuore</i>
<i>Structure, governance and administration</i>	<i>Governance and stakeholder sections</i>
<i>People who work for the institution</i>	<i>Information related to personnel present throughout the Report</i>
<i>Objectives and activities</i>	<i>Sections on identity, activities performed present in the document and ESG report</i>
<i>Economic and financial situation</i>	<i>Sections on economic sustainability, calculation of added value produced and distributed, 5x1000 and fundraising</i>
<i>More information</i>	<i>ESG report and section with references to the Code of Ethics</i>
<i>Monitoring carried out by the supervisory body</i>	<i>Information not applicable to entities other than ETSS</i>





GRI list update 2021:

- *GRI 1: Foundation 2021*
- *GRI 2: General Disclosures 2021*
- *GRI 3: Material Topics 2021*
- *Consolidated Set of the GRI Standards 2021*
- *Full set of GRI Standards 2021 - English*
- *GRI 11: Oil and Gas Sector 2021*
- *GRI 12: Coal Sector 2022*
- *GRI 201: Economic Performance 2016*
- *GRI 202: Market Presence 2016*
- *GRI 203: Indirect Economic Impacts 2016*
- *GRI 204: Procurement Practices 2016*
- *GRI 205: Anti-corruption 2016*
- *GRI 206: Anti-competitive Behavior 2016*
- *GRI 207: Tax 2019*
- *GRI 301: Materials 2016*
- *GRI 302: Energy 2016*
- *GRI 303: Water and Effluents 2018*
- *GRI 304: Biodiversity 2016*
- *GRI 305: Emissions 2016*
- *GRI 306: Effluents and Waste 2016*
- *GRI 306: Waste 2020*
- *GRI 308: Supplier Environmental Assessment 2016*
- *GRI 401: Employment 2016*
- *GRI 402: Labor/Management Relations 2016*
- *GRI 403: Occupational Health and Safety 2018*
- *GRI 404: Training and Education 2016*
- *GRI 405: Diversity and Equal Opportunity 2016*
- *GRI 406: Non-discrimination 2016*
- *GRI 407: Freedom of Association and Collective Bargaining 2016*
- *GRI 408: Child Labor 2016*
- *GRI 409: Forced or Compulsory Labor 2016*
- *GRI 410: Security Practices 2016*
- *GRI 411: Rights of Indigenous Peoples 2016*
- *GRI 413: Local Communities 2016*
- *GRI 414: Supplier Social Assessment 2016*
- *GRI 415: Public Policy 2016*
- *GRI 416: Customer Health and Safety 2016*
- *GRI 417: Marketing and Labeling 2016*
- *GRI 418: Customer Privacy 2016*
- *GRI Standards Glossary 2021*
- *Consolidated Set of the GRI Standards 2020*
- *Full set of GRI Standards 2020 - English*

Table linking the contents of the Mission and Impact Report 2021 of the Fondazione Policlinico Gemelli to the GRI update 2021 indicators and the NGO sector supplement (voluntary compliance)

TOPIC	GLOBAL REPORTING INITIATIVE (GRI) STANDARD UPDATE 2021	AFFECTED SECTIONS OF THE POLY-CLINIC BUDGET
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021		
1 The organization and its reporting practices		
2-1 Organizational details		Closing page
2-2 Entities included in the organization's sustainability reporting		Methodological note
2-3 Reporting period, frequency and contact point		Methodological note
2-4 Restatements of information		Methodological note
2-5 External assurance		Methodological note
2 Activities and workers		
2-6 Activities, value chain and other business relationships		Operating model and activity description
2-7 Employees		Personnel data
2-8 Workers who are not employees (volunteers)		ESG report
3 Governance		
2-9 Governance structure and composition		Section on governance
2-10 Nomination and selection of the highest governance body		Section on governance
2-11 Chair of the highest governance body		Section on governance
2-12 Role of the highest governance body in overseeing the management of impacts		Section on governance
2-13 Delegation of responsibility for managing impacts		Section on governance
2-14 Role of the highest governance body in sustainability reporting		Section on governance
2-15 Conflicts of interest		Code of Ethics Section
2-16 Communication of critical concerns		Code of Ethics Section
2-17 Collective knowledge of the highest governance body		Section on governance
2-18 Evaluation of the performance of the highest governance body		Section on governance
2-19 Remuneration policies		Section with references to the Code of Ethics
2-20 Process to determine remuneration		Section with references to the Code of Ethics
2-21 Annual total compensation ratio		Section with references to the Code of Ethics
4 Strategy, policies and practices		
2-22 Statement on sustainable development strategy		ESG report
2-23 Policy commitments		ESG report
2-24 Embedding policy commitments		ESG report
2-25 Processes to remediate negative impacts		ESG report
2-26 Mechanisms for seeking advice and raising concerns		ESG report
2-27 Compliance with laws and regulations		Code of Ethics and International Accolades Section
2-28 Membership of associations		Miscellaneous health and science associations, not listed
5 stakeholder engagement		
2-29 Approach to stakeholder engagement		Methodological note
2-30 Collective bargaining agreements		Code of Ethics and Personnel Section
GRI 2: General Disclosures 2021		
3-1 Process to determine material topics		Methodological note
3-2 List of material topics		Methodological note
3-3 Management of material topics		Info present throughout the document

TOPIC	GLOBAL REPORTING INITIATIVE (GRI) STANDARD UPDATE 2021	AFFECTED SECTIONS OF THE POLY-CLINIC BUDGET
EMPLOYMENT		
	GRI 401 2016 Employment	ESG report
	GRI 402 Labor	Personal section
	GRI 403 2018 Occupational Health and Safety	ESG report and Code of Ethics section
	GRI 404 2016 Training and Education	Personnel section and references to Code of Ethics
	GRI 405 2016 Diversity & equal opportunities	Section with references to the Code of Ethics
	GRI 406 2016 Non-discrimination	Section with references to the Code of Ethics
	GRI 410 2016 Security Practices	Personnel section and references to Code of Ethics
	GRI 202 2016 Market Presence	ESG report and calculation of returned value
ENVIRONMENT		
	GRI 301 2016 Materials	ESG report
	GRI 302 2016 Energy	ESG report
	GRI 303 2016 Water and Effluents	ESG report
	GRI 304 2016 Biodiversity	ESG report
	GRI 305 2016 Emissions	ESG report
	GRI 306 2016 Effluents and Waste	ESG report
ECONOMIC PERFORMANCE		
	GRI 201 2016 Economic performance	Economic sustainability and distributed value section
	GRI 415 2016 Public Policy	Section with references to the Code of Ethics
ECONOMIC IMPACT		
	GRI 203 2016 Indirect economic impact	Distributed value calculation section
	GRI 204 2016 Procurement Practices	ESG report and Code of Ethics section
	GRI 205 2016 Anti-corruption	Section with references to the Code of Ethics
	GRI 2006 2016 Anti-competitive behavior	Section with references to the Code of Ethics
	GRI 2007 2019 Tax	Distributed value calculation section
SOCIAL IMPACT		
	GRI 411 2016 Rights of Indigenous Peoples	Aspect not relevant to the present case
	GRI 308 2016 Supplier Environmental Assessment	ESG report and section with references to the Code of Ethics
	GRI 414 2016 Supplier Social Assessment	ESG report and section with references to the Code of Ethics
	GRI 407 2016 Freedom of Association and Collective bargaining	ESG report and section with references to the Code of Ethics
	GRI 408 2016 Child Labor	Aspect not relevant to the present case
	GRI 409 2016 Forced or compulsory labor	Aspect not relevant to the present case
	GRI 413 2016 Local Communities	ESG report
	GRI 416 2016 Customer Health and Safety	Section with references to the Code of Ethics
	GRI 418 2016 Customer privacy	Section with references to the Code of Ethics
	GRI 417 2016 Marketing and Labeling	Section with references to the Code of Ethics
ECONOMIC PERFORMANCE		
	GRI 201 2016 Economic performance	Economic sustainability and distributed value section
	GRI 415 2016 Public Policy	Section with references to the Code of Ethics
Additional information elements inspired by GRI-G4-NGO-Sector-Disclosures, 2014		
RESPONSIBLE INVESTMENT	G4 GRI NGO SECTOR-DISCLOSURES - DMA	Section with references to the Code of Ethics
ETHICAL FUNDRAISING		Section with references to the Code of Ethics and Solidarity Campaign
SOURCING OF FUNDING BY CATEGORIES	NG08 GRI NGO SECTOR-DISCLOSURES	Economic sustainability section
5 LARGEST MONETARY VALUE OF CONTRIBUTIONS		Fundraising and 5x1000 section
DIRECT ECONOMIC ADDED VALUE GENERATED & DISTRIBUTED	G4 EC1 GRI NGO SECTOR-DISCLOSURES	Section on added value, produced and returned
ADHERENCE TO STANDARDS FOR FUNDRAISING & MARKET COMMUNICATION PRACTICES	NG010 GRI NGO SECTOR-DISCLOSURES	Info not present
		Fundraising and stay in touch with us sections

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Fondazione Policlinico Universitario Agostino Gemelli IRCCS
Università Cattolica del Sacro Cuore

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Gemelli



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