



**November 2025**

To whom it may concern,

Paolo Rinaldi was employed at Lundquist, a corporate communications and sustainability consultancy in Milan, from 15 May 2023 to 13 September 2024. I was his manager in my capacity as head of sustainability. Paolo joined on a six-month internship connected to his masters course in sustainability and we subsequently confirmed a permanent position under an apprenticeship programme (16 November 2023-13 September 2024). Paolo left to return to university studies.

Initially, Paolo was involved in conducting a research study (.sustainability) in corporate sustainability communications in Italy and Switzerland, both in evaluating company website content and in analysing the results and helping to produce a white paper for each country. Subsequently he produced reports for clients – including major, listed companies and multinationals - to improve their sustainability communications, using the research as a benchmark and tool for identifying improvements. This activity evolved into broader consulting work involving complex projects in sustainability reporting and communications.

Paolo was a valued and reliable member of our sustainability team because of his ability to deliver quality work on time and manage sometimes conflicting or overlapping assignments. He became my go-to person in producing sustainability communications assessments, knowing that I could rely on his judgement to provide a suitable balance of critical analysis and practical recommendations. With around 150 companies covered in the research, each with a long list of data points, Paolo was able to work with large Excel databases to draw out insights, trends and examples of best practice. Before leaving, he set up a useful database of resources for the work to continue.

Paolo was a pleasant, enthusiastic and well-liked person in the office. We were sorry he left and I highly recommend him for other employment opportunities.

Kind regards,

**James Osborne**  
Partner & Head of Sustainability  
Lundquist.  
[www.lundquist.it](http://www.lundquist.it)