

Italdesign recognizes in diversity one of the most valuable resources available to an organization. Welcoming and valuing differences is essential to cultivating an inclusive and productive work environment.

The company, through the actions put in place and coordinated by the Gender Equality Officer, will actively promote, among the various dimensions of diversity, gender equality as an integral part of the corporate culture, aware that only through respect and equality it is possible to achieve common goals.

Italdesign wants to ensure the same opportunities for professional growth to all people in the company, adopting processes that guarantee equal opportunities. The Company adopts a management system for gender equality compliant with UNI/PdR 125:2022 for the protection of diversity and the promotion of equal opportunities in the workplace, and systematically measures progress and results. Italdesign is committed to:

- Ensure the inclusion of people in the company on the basis of objective and transparent criteria ensuring neutrality of assessment and excluding any discriminatory factor;
- Promote policies of professional development and growth, internal mobility and succession to managerial positions consistent with the principles of inclusion and respect for gender equality;
- Ensure the resources for equal participation in training and valorization regardless of gender, as far as allowed by the characteristics of the individual course/training;
- Ensure a fair wage for similar or equal roles, based on skills, experience and performance;
- Promote inclusive and respectful communication in all our internal and external communication channels, using neutral language, avoiding gender stereotypes in our communications and ensuring that all those involved in our internal and external communication initiatives are represented fairly and accurately;
- Implement actions to create a working environment that promotes respect for diversity and the freedom to express their views and/or concerns in order to report, prevent and combat any form of discrimination, harassment or inappropriate behaviour;
- Spreading to all stakeholders the desire of Italdesign to pursue gender equality and to enhance all the dimensions of diversity.

This policy has been defined by the Top management, in coordination with the Steering Committee, and approved on 28/05/2024.