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**Italdesign secures gender equality certification.  
An important step forward toward an inclusive workplace.**

For immediate release

Moncalieri, December 9th, 2024

**Italdesign has earned Gender Equality Certification**, representing a major advancement towards a fair, inclusive, and discrimination-free work environment. This recognition is part of the company's broader commitment to sustainability. It underscores the company's unwavering dedication to diversity, establishing it as a frontrunner in gender equality.

**Compliance with the UNI/PdR 125:2022 reference practice**, which promotes equal opportunities in the workplace, was **certified by *Bureau Veritas***, a leading global provider of testing, inspection, and certification services. This certification is the culmination of an **extensive internal process involving multiple company departments, analysis and audit of company processes, and the implementation of staff education and awareness programs**. These efforts set the stage for the final audit, conducted with a stringent approach based on six key indicators:

- **Culture and Strategy:** What steps has the company taken to promote an inclusive culture, and how is gender equality reflected in the company's strategic planning?
- **Governance:** What governance measures has the company put in place to support gender equality?
- **HR Processes:** What HR procedures are in place to ensure fairness in hiring, promotions, and professional development?
- **Growth Opportunities:** What career opportunities are available to employees, irrespective of gender?
- **Pay Equality:** How does the company ensure equal pay for equal roles and responsibilities?

- **Parenting Protection:** what policies are in place to support parenting and work-life balance?

Antonio Casu, CEO of Italdesign, commented: *"This recognition fully embodies our sense of responsibility and our dedication over the years to all the people at Italdesign. For more than fifty-five years, our company has been a key player in this traditionally male-prevalent sector that now sees it as a prime opportunity to champion gender equality. The Politecnico di Torino University, our main talent sourcing hub, is recording an encouraging rise in women enrolling in engineering, signaling ongoing positive change. But we have always believed in and invested in supporting women's entry into tech, even when the time wasn't right, fostering a company culture centered on respect and non-discrimination. This certification is, above all, a promise. We will continue to ensure that Italdesign is a work environment where anyone, regardless of gender, can grow and thrive, bringing their unique perspectives."*

*"We believe that people, in all their diversities, are the most valuable resource. Embracing and promoting diversity is a core value of our company culture enshrined in our Code of Conduct and our gender equality policy," said Giuseppe Savino, Chief Human Resources Officer of Italdesign. "This recognition is the culmination of years of collective work to make Italdesign a truly inclusive environment, while also fostering collaboration between different generations. We therefore approached this commitment holistically, from employer branding practices, to promoting work-life balance policies; from women's leadership programs, to parenting protection, until offering greater career and training opportunities for all. This certification is an important step for us, but it is not the endpoint. It encourages us to keep improving. We will persist in our efforts and investments to make sure every employee feels valued and empowered and has the means to fully express their potential."*

*"At Italdesign, we view gender equality not just a goal, but as a fundamental principle" said Katarzyna Matula, Head of Personnel & Organization Development, and Elisa Bertoglio, DE&I Officer – By obtaining this certification, we are even more convinced that the path we have taken is the right one. This recognition not only validates the progress we have made, but also confirms that every step we take is a step forward toward a more equitable and inclusive future. It inspires us to continue with greater determination in our commitment".*

*"As the Steering Committee," explained Emanuela Franco, Legal/Governance and deputy CEO, Alberto Procopio, Head of Accounting/Controlling of*

Italdesign, and Dario Volontà, Head of Exteriors Development, *"we worked with Management to define our gender equality goals, track the KPIs and monitor progress towards the strategic plan's objectives, which is what we will continue doing in the future".*

*"We are proud to contribute, through our audits, to the advancement of companies committed to gender equality," concluded Diego D'Amato, President and Managing Director of Bureau Veritas Italia, who officially presented the certificate to Italdesign Management. "The leadership shown by companies like Italdesign is essential in inspiring and encouraging other organizations in the sector and supply chain to pursue a similar path."*

The Gender Equality certification remains valid for three years and requires annual monitoring by Bureau Veritas Italia through a maintenance audit. You can find the document on our website here: <https://www.italdesign.it/certifications/>

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