



FERRINO & C SpA
POLICY DIVERSITY EQUITY & INCLUSION

Summary

<u>1.</u>	<u>PREFACE</u>	2
<u>2.</u>	<u>PURPOSE AND SCOPE</u>	2
<u>3.</u>	<u>GENERIC PRINCIPLES</u>	3
<u>3.1.</u>	<u>Gender</u>	3
<u>3.2.</u>	<u>Generations</u>	3
<u>3.3.</u>	<u>Disability</u>	4
<u>4.</u>	<u>INTERNATIONAL GUIDING PRINCIPLES AND RELEVANT EUROPEAN AND ITALIAN LEGISLATION</u>	4
<u>5.</u>	<u>COMMITMENTS AND ACTIONS</u>	4
<u>5.1.</u>	<u>Non discrimination and promotion of diversity</u>	5
<u>5.2.</u>	<u>Equal opportunities and gender balance</u>	6
<u>5.3.</u>	<u>Inclusive work environment and work-life balance</u>	6
<u>6.</u>	<u>ADOPTION, MONITORING AND REVIEW OF THE POLICY</u>	7





1. PREFACE

FERRINO & C. SpA, since its establishment, has been committed to upholding and promoting the values of diversity equity and inclusion through corporate and organizational mechanisms aimed at creating shared well-being.

Respect for the person, with whom to establish an open and sincere relationship, is pivotal to the value system adopted by the company, which, therefore, is committed to combating all forms of discrimination, first and foremost within the same, and to promoting an environment that allows the acceptance, full expression, enhancement and effectiveness of each individuality.

The Diversity and Inclusion policy, therefore, represents a statement of the company's formal commitment to promote and support an inclusive and respectful work environment for people of all backgrounds.

In order to best clarify the content of this policy, the following key concepts are presented as the basis upon which the document was structured:

Diversity: any kind of difference existing between people (cultural, physical, psychological, etc.).

Equity: fairness in conditions of access, treatment, opportunities and professional growth in the workplace and the removal of any barriers unrelated to merit that may preclude the full participation of some.

Inclusion: the creation of work contexts in which any person or group of people are able to be and feel welcomed, respected, and valued for the purpose of full participation in the life of the organization.

2. PURPOSE AND SCOPE

This Policy applies to all categories of people working for/in FERRINO & C SpA i.e.: employees, collaborators and consultants, temporary workers and interns working on behalf of the Company.

The Policy covers all aspects of the relationship with the company and requires, for its proper application, responsibility and commitment on the part of all those involved.

The purpose of this document is to provide a description of the principles by which the company is guided in the area of Diversity and Inclusion and which the company applies with the intention of achieving a work environment marked by respect, acceptance, equality and appreciation of diversity.



3. GENERAL PRINCIPLES

FERRINO & C SpA recognizes and promotes the value of diversity and adopts a zero-tolerance approach to any form of discrimination such as, for example, harassment (for which gestures, language, posture and physical contact should be included).

The Company identifies diversity and plurality as values that contribute to an open and stimulating work environment, ensuring perspectives and points of view that foster innovative ideas and effective and virtuous behavior, including in terms of improved collaboration. The personal circumstances of any individual may not, ever and in any way, be the basis for any act of discrimination that is based on:

- gender or gender change and sexual orientation;
- ethnicity (ethnic origin, nationality and national origin);
- minority status;
- political views and religious beliefs;
- social background;
- marital status;
- family status;
- disability;
- any other personal condition.

Through this document, the Society aims to promote a workforce characterized, as far as possible, by increasing diversity, inclusiveness and representativeness, while ensuring the attraction, placement, development and retention of qualified, competent and experienced people.

3.1. Gender

The company values gender balance and the overcoming of any stereotypes, discrimination or prejudice, in order to create the best conditions in which each person can best express themselves.

On the cultural level, the organization is committed to an increasing strengthening of awareness-raising initiatives at all levels with actions aimed at overcoming "unconscious bias." It also advocates policies and actions aimed at promoting equal opportunities, work-life balance, sharing family responsibilities, and removing potential obstacles, including those related to sexual orientation.

The female component, which has always characterized the corporate identity, is already appreciated in staff development and enhancement programs.

3.2. Generations

The Company recognizes and values integrated strategies for the development and management of the needs of the different generations living together within the organization.

With this in mind, given the demographic outlook and its impact on corporate turnover, policies aim to foster intergenerational dialogue and discussion. The focus is not only on the demographic and professional age of workers, but also on finding effective ways for their development, which encourage the contamination of the different social, cultural and work experiences, as well as the different skills, knowledge and competencies, both soft and hard (such as digital ones) typical of each generation.



3.3. Disability

FERRINO &C SpA recognizes equal opportunities for all its people regardless of sensory, cognitive and motor disabilities. In this context, it is committed to implementing concrete measures to promote the insertion and inclusion of people with disabilities, fully enhancing their talents and skills in the company and thus contributing to the removal of cultural, sensory and physical barriers.

4. INTERNATIONAL GUIDING PRINCIPLES AND RELEVANT EUROPEAN AND ITALIAN LEGISLATION

In defining Diversity & Inclusion guidelines and areas of intervention, FERRINO & C SpA is inspired by the main international references and standards including:

- Article 3 "It is the duty of the Republic to remove the obstacles [...] that impede the full development of the human person" and Article 37 "A working woman has the same rights and, for equal work, the same wages as a worker" of the Constitution of the Italian Republic;
- The Declaration on Fundamental Principles and Rights at Work and the eight core conventions of the International Labor Organization (ILO);
- The Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and economic, social and cultural rights;
- The United Nations Conventions on the Rights of Women, Elimination of All Forms of Racial Discrimination, Rights of the Child, Rights of Persons with Disabilities;
- Goals of the United Nations 2030 Agenda for Sustainable Development (Sustainable Development Goals - SDGs), with a focus on the following SDGs:
 - 4: "Provide quality, equitable and inclusive education and learning opportunities for all."
 - 5: "Achieving gender equality and empowerment of all women and girls."
 - 10: "Reducing inequality within and among nations.."

5. COMMITMENTS AND ACTIONS

FERRINO & C SpA continues in its commitment to respect diversity and equal opportunity through behaviors and processes marked by the above principles.

The Company expects its employees, collaborators, agents, business partners and other stakeholders, at all times and on all occasions, to operate by establishing and maintaining an environment free of discrimination (including harassment, bullying and retaliation).



In this regard, FERRINO & C SpA is committed to:

- create a work environment that promotes the principles of diversity, equity and inclusion;
- implement measures to make people feel welcomed and appreciated as they are and for the contribution they make;
- maintain a work environment in which employees can carry out their activities free from all forms of discrimination and harassment;
- treat people fairly and equally regardless of gender, age, culture/ethnicity or other personal conditions;
- train inclusive leaders committed to Diversity & Inclusion principles who exhibit appropriate behaviors and skills;
- promote an open work culture that recognizes the value of every individual;
- monitor the effectiveness of this Policy and related approaches and procedures.

This document aims to develop a clear approach in terms of mission, strategies, and active practices in order to stimulate a collaborative, supportive work environment open to the contributions of all employees and female employees to increase the trust of people, customers, and, in general, civil society.

The approach taken to address such diversity and manage inclusion focuses on the following areas of intervention:

- Non-discrimination and promotion of diversity;
- Equal opportunities and gender balance;
- Inclusive work environment and work-life balance;
- Diversity in the composition of corporate bodies;
- Dissemination of diversity culture in the company and listening.

5.1 Non-discrimination and promotion of diversity

Forms of discrimination based on race, color, sex, age, religion, physical condition, marital status, sexual orientation, citizenship, ethnic origin or any other discrimination contrary to law are not permissible within the Company.

Harassment, such as the creation of an intimidating or hostile work environment, must not take place in internal and external labor relations.

No form of retaliation against employees and stakeholders who have complained of incidents of discrimination or harassment, nor against employees and stakeholders who have provided information on such incidents, will be implemented or tolerated within the Company.



Enhancement of female talent

The Company is characterized by a strong female presence, which is why in this Policy it is committed to adopting a strategic approach to the effective realization of equal opportunities in the company starting with the dissemination of a corporate culture and inclusive human resources policies, free from discrimination and prejudice, encouraging women's professional development and growth in order to balance the gender composition in managerial and executive positions.

Affective orientation and LGBTQIA+ (Lesbian, gay, bisexual, transgender, Queer, Intersex and Asexual)

The Company is committed to supporting an inclusive environment for LGBTQIA+ people by creating awareness and sensitivity, promoting mindsets, behaviors, processes and practices that welcome differences and combat all forms of discrimination in order to ensure the effective inclusion of all individuals, including by creating a clear and open line of communication.

Inclusion of people with different abilities

The Company intends to continue and further develop its policy of accommodating employees with different abilities through recruitment, integration and career development, incentivizing the various company departments to include differently-abled resources while respecting the needs and abilities of each individual person, providing an appropriate working environment.

5.2. Equal opportunities and gender balance

Equal opportunities are guaranteed in all processes pertaining to personnel management.

The Company creates a stimulating environment in which each person is free to exercise his or her right to professional development and can benefit from opportunities for growth regardless of gender. FERRINO & C SpA operates on an equal pay basis.

5.3. Inclusive work environment and work-life balance

The company believes that an appropriate and proportional balance of different aspects of people's lives has a positive impact on the workplace, commitment, productivity, and sense of belonging to the company, as well as improving the quality of life and well-being of employees.

For this reason, the company is committed to creating an inclusive work environment in which all employees have the opportunity to participate in company processes without barriers, promoting work-life balance as a key factor in supporting work-life integration needs for the full expression of each individual's potential.



5.4. Marketing assets

The marketing and communications function sets its activities so that assets , casting and productions ensure the representation of the company's own values of diversity and inclusion .

To this end, it will adopt guidelines for the selection of its testimonials that ensure cross-sectional representation of origin , age , gender, expression, build and disability.

6. **ADOPTION, MONITORING AND REVIEW OF THE POLICY**

This policy is adopted by resolution of the Board of Directors and communicated to all employees, including through special and specific training sessions according to the areas of operation, and is made available on the company website to all stakeholders, including collaborators, suppliers and partners, so that there is full awareness and further impetus for the promotion of human rights as an integral part of the company's value system.

This policy will be evaluated for updating at least once a year in light of evidence from assessments and monitoring of national and international trends as well as following specific initiatives aimed at listening to the corporate population, stakeholders or management.

San Mauro Torinese 25th November, 2024