

## **FERALPI SUPPORTING DIVERSITY & INCLUSION**

### **FERALPI GROUP POLICY**

In line with the European Commission's commitment to the diversity of individuals, in which age, sexual orientation, gender identity, ethnicity, religion and ability are considered intrinsic values of a person's unique character, Feralpi undertakes to advance this aspect by implementing the values expressed in the Group's Code of Ethics, observing the United Nations Universal declaration on Human Rights, and following the principles of the Global Compact initiative, which the company fully embraces.

The Feralpi Group prohibits any act of discrimination, guarantees equal job opportunities for all, and aspires to become an organisation that is increasingly inclusive and unique. 4 pillars guide this aspiration:

#### **Global culture**

Feralpi wishes to attract, develop and retain people with different perspectives, experience and backgrounds, and an open mind. This approach is designed to ensure the long-term sustainability of the Group, and develop a streamlined organisation geared towards development. The absence of physical and psychological barriers, misconceptions and cultural prejudice is fundamental for creating an open, inclusive work environment free from discrimination, that aims to respect the unique character of individuals and capitalise on their differences.

#### **Gender balance**

The Group wishes to trigger a change in the coming years by encouraging gender balance in its policies, with the aim of making a traditionally male-orientated industry more inclusive. Raising awareness among company executives, managers and employees on the subject, encouraging females to embark on careers in science, technology and engineering, and facilitating support tools to ensure employees can achieve a work-life balance, are management models that require new methods. This is the path the Group wishes to take to offer people a fair and inclusive work environment, which can trigger a wider, global change.

#### **Inclusive leadership**

Feralpi is committed to inclusive leadership that encourages employees to give the very best of their unique character, professionally and personally, through the continuous observation of meritocratic policies, free from diversity constraints. This goes hand in hand with supporting them to discover work processes that facilitate inclusion, and create a strong sense of belonging to an organisation where different backgrounds and lifestyles do not affect perception or development opportunities.

### **Collective responsibility**

Each and every person working in Feralpi or for Feralpi is directly responsible for respecting the dignity and diversity of all individuals they have contact with, and creating a healthy, inclusive environment free from discrimination, intimidation and harassment. Everyone is asked to increase their awareness of potential prejudices that could subconsciously obstruct the ability to be more inclusive and collaborative with each other.

Everything that we do reminds us that we are all human beings, unique in our diversity, and it is only together that we can effect change that is real, effective and, above all, global.

*Lonato del Garda, 18 December 2020*

Feralpi Group Chairman

A handwritten signature in black ink, appearing to read 'E. P. ...', written in a cursive style.