

EQUALITY & INCLUSION

ITALPREZIOSI[®]

INTRODUCTION

Italpreziosi has always aspired to the exploitation of all forms of diversity. Fundamental principles such as non-discrimination, inclusion and gender equality guide the company's internal and external actions. The development of specific measures to identify and remove causes of discrimination in policies, procedures, practices and attitudes that maintain inequalities based on different forms of diversity is considered essential. Only a multidimensional approach, which takes into account multiple aspects that affect the company, can contribute to achieving the full potential of people within the corporate structure and the relationships it has with external parties.

The Equality and Inclusion Policy aims to align with existing legislation as well as international standards on diversity, inclusion and gender equality (among others, the Agenda 2030 for Sustainable Development and its Sustainable Development Goals - SDGs; the United Nations Global Compact and the Women Empowerment Principles WEPS; the

Universal Declaration of Human Rights, the United Nations Conventions on of women, on the elimination of all forms of racial discrimination, on the rights of children and on the rights of persons with disabilities; the Declaration on Fundamental Principles and Rights at Work and the eight Basic Conventions of the International Labour Organization - ILO). In addition, guidelines such as UNI ISO 30415 on Human resource management with an approach to diversity and inclusion and the UNI/PdR 125:2022 Reference Practice for Gender Equality, are reference points for compliance with non-discrimination and gender equality criteria in the working environment.

GOAL

With this Policy, Italpreziosi is committed to strengthen and promote the objectives of inclusion of the different forms of diversity, non-discrimination, gender equality, in the work environment as well as in the external relations of the company, in order to increase customers, stakeholders and civil society in general.

This Policy also provides guidelines to be implemented through the improvement or implementation of processes for the creation of a non-discriminatory working environment, with equal opportunities throughout the entire cycle of personnel selection, management, training and career, as well as corporate governance and communication practices.

RESPONSIBILITY

The Sustainability Committee, made up of senior management, is responsible for ensuring that the Policy is implemented. The Corporate Social Responsibility Manager is responsible Sustainability Commission.

In the same way, all employees and collaborators have a responsibility to ensure that goals and objectives are achieved.

Areas of commitment:

1. **Culture for inclusion of diversity and gender equality**

Italpreziosi is committed to fostering the development of an entrepreneurial culture and an inclusive environment, free from discrimination, that supports people to express their potential, each according to their personal characteristics and abilities. The commitment is to take all necessary measures to ensure that principles such as respect, merit and dignity of people regardless of gender and other forms of diversity - are promoted and pursued. In particular, the company is committed to pursuing diversity and inclusion principles in a number of areas, including:

Gender

The company is committed to combating all forms of gender discrimination, avoiding stereotypes and prejudices related to differences in gender or gender identity. In addition, the commitment is towards a corporate culture that aspires to the exploitation of the current and potential female component of the company.

Disability

The company believes in equal opportunities regardless of sensory, cognitive and motor disabilities. It is committed to promoting the inclusion and integration of people with disabilities, fostering an inclusive enterprise culture.

Interculturality

The company is committed to fostering a rich and at the same time respectful environment of different cultures, always promoting dialogue to support inclusion and personal growth prospects.

Generations

Italpreziosi considers the intergenerational comparison useful and necessary in a logic of exchange of personal, as well as work and cultural experiences. It therefore promotes an environment that encourages such exchange and enhances its effects.

Inoltre, Italpreziosi si impegna a promuovere:

Awareness-raising activities to promote behaviour and the use of language in line with an inclusive and diversity-friendly working environment;

- The presence of internal procedures that allow staff to express, even anonymously, their opinions, including on forms of discrimination, inclusion and gender equality in the company;
- Business practices for the protection of the working environment, able to counteract incidents of harassment and mobbing, and/or remedy them, in support of victims;
- The fair representation of genders also on an external level, in organized events.

2. Culture for inclusion of diversity and gender equality

Italpreziosi is committed to continue supporting and improving an organization's governance model that encourages and enhances diversity, as well as pursuing the implementation of processes that can remedy possible regressions in this area.

Furthermore, it is committed to ensuring that the balanced presence of the minority gender in the governing and supervisory bodies is taken into account.

3. HR processes

Italpreziosi promotes the principles of inclusion and respect for diversity and is committed to supporting equal opportunities and pursuing gender equality in the selection and recruitment phases. In particular, considerable attention is given to the pursuit of procedures that take into account the principles of diversity and inclusion, as well as preventing gender disparities and bias, at all stages of the recruitment process, including interviews.

4. Equal treatment and pay equity

Italpreziosi promotes the valorization of merit skills, respecting equity and equal treatment in all stages of career in the company. It is also committed to ensuring equal pay for equal skills, roles and duties, regardless of gender.

5. Training and communication

Italpreziosi is committed to disseminating material and information about attitudes/behaviors/practices that support an inclusive work environment and promote gender equality at all levels.

Also in marketing, advertising and communication activities, Italpreziosi takes care that stereotypes are avoided and a language as neutral as possible is used.

6. Due diligence and supply chain

Italpreziosi is committed to disseminating material and information about attitudes/behaviors/practices that support an inclusive work environment and promote gender equality at all levels.

Also in marketing, advertising and communication activities, Italpreziosi takes care that stereotypes are avoided and a language as neutral as possible is used.

MONITORING AND AWARENESS RAISING

Italpreziosi undertakes to monitor the progress of commitments made, to create plans to facilitate the achievement of certain goals, and to review this policy if and when necessary for updating and/ or specifying inclusion policies and objectives, non-discrimination, and gender equality. In particular, the monitoring of these commitments, as well as internal audits, data reviews and the identification of new short-, medium- and long-term objectives, are regularly carried out when requesting relevant data for the annual Sustainability Report and its preparation.

In addition, Italpreziosi is committed to continue participating with its partners and stakeholders - including associations on the subject, suppliers, institutional buyers - projects that promote the fight against discrimination and stereotypes of all kinds, and gender equality and women's empowerment.

Arezzo, 23/11/2022

Ivana Ciabatti,
Chairperson of the
Board of Directors

