



Regulation

D333 - Diversity, Equity and Inclusion Policy

Rev. 0 dated 16/03/2023

Code: SG COR D333

Approved by the Board of Directors on March 16, 2023

Translation from the Italian original which remains the definitive version.

LIST OF REVISIONS

REV.	DATE	DESCRIPTION OF REVISION / CHANGE
0	16/03/2023	First issue

APPROVAL PROCEDURE

Drawn up by CKO	
Checked by CEO	
Approved by BOD	

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1. Scope of Application

The Salcef Group's Diversity, Equity and Inclusion Policy (DEI) is directly applicable to all of the Group's business and to all of its subsidiaries, as well as its directors, executives, employees and collaborators.

All employees of the Group and its subsidiaries are required to comply with the undertakings of this Policy.

2 Aims and Objectives

The Diversity, Equity and Inclusion Policy guides the operating methods in order to continuously promote diversity within the Group, in line with Sustainable Development Goals no. 5 (Gender Equality) and no. 10 (Reduction of Inequality).

More specifically, the Group is committed to:

- Enhancing diversity and inclusion across all departments and areas of Group operations, fostering a diverse and inclusive work environment for all employees and stakeholders.
- Increasing knowledge and raising awareness of the issues addressed in this Policy through appropriate training programmes.
- Promoting diversity, equal opportunity, and inclusion throughout the value chain by working with customers, suppliers, business partners, and communities related to the Group's scope of operations to ensure implementation of the Policy.

3 Principles and Values

This document is drafted in line with the values and principles indicated in the [Human Rights Policy](#) and in the [Ethical and Conduct Code of Salcef Group](#), which reinforce and recognise the value of an inclusive, egalitarian work environment free from all forms of discrimination and/or harassment.

4 Favourable and inclusive work environment

The Salcef Group is committed to creating and promoting a safe, respectful and rewarding work environment where inclusion and equity are core values to ensure the full expression of each individual.

The Group is committed to eliminating all forms of explicit or implicit barriers. Everyone must in fact have the opportunity to participate in company processes, without any distinction of gender, marital status, gender identity and sexual orientation, health condition, religious faith and/or belief, culture, political and trade union opinions, ethnic origin, nationality, age and condition of diverse ability.

4.1 Non-discrimination and equal opportunities

The Salcef Group rejects any kind of discrimination on the grounds of gender, gender reassignment, nationality, age, ethnicity, social or marital status, religion, political and/or sexual orientation, disability, language and culture in all business processes, including hiring, promotions, training and development,

working conditions, remuneration aspects, and changes of location and job description. Any evaluation is based exclusively on objective and meritocratic criteria.

End users must also be guaranteed access to the company's services through access to services and facilities for people with functional diversities.

4.2 Hiring process

The Group is committed to ensuring that recruitment processes are based on objective criteria regarding the assessment of skills and professionalism, thus avoiding any form of discrimination, direct and/or indirect, and ensuring a fair and impartial selection process.

All positions sought are publicised in order to encourage applications from all segments of the community, with special attention paid to vulnerable groups.

4.3 Work-life balance

The Salcef Group promotes work-life balance to support the well-being and real, daily needs of all its employees and collaborators.

4.4 Combatting harassment

The Group ensures safe workplaces, free from violence and harassment, in order to maintain a healthy, safe and inclusive work environment for all employees, as well as collaborators.

In accordance with the principles set forth in the International Labour Organisation's (ILO) Convention no. 190, the Group condemns and takes action against any kind of verbal and/or physical harassment, intimidation, threats, coercion, and insults of any kind.

4.5 Commitment of Suppliers and Business Partners

The Salcef Group is committed to requiring the suppliers and business partners with whom it does business to promote and adopt practices which promote diversity, equal opportunities and inclusion, as well as to combat all forms of violence, intimidation, threats or harassment.

In order to strengthen its commitment in this area, all the Group's suppliers and business partners are required to undergo an assessment based on their ability to meet the requirements of this Policy.

5 Monitoring and Reporting

The Group integrates this Diversity, Equity and Inclusion policy into its risk management model, providing for its assessment through appropriate control systems at least annually and at specific corporate moments when the opportunity arises.

This process leads to the definition of action plans, integrated in all respects into a broader corporate sustainability strategy, capable of strengthening the tools provided by the internal control system and of ensuring the highest level of implementation of diversity, equity and inclusion policies and procedures.

This Policy is subject to periodic review on, at a minimum, an annual basis, incorporating the results of planned assessments and monitoring any developments, both internal and external, that may affect the Policy with a view to ensuring continuous improvement of the Group's human rights strategy.

The Group promotes the use of specific channels for reporting possible violations, ensuring that the most appropriate investigation procedures are adopted and that the identity of the individuals involved is protected.

To this end, a whistleblowing system has been put in place for reporting violations (or alleged violations) accessible to all Stakeholders through an IT channel accessible at the following link: my.salcef.com.

Reports are handled by the Head of Internal Audit & Compliance according to criteria of utmost confidentiality and protection of the rights of those involved.

6 Policy Implementation

The CEO approves the Group Human Rights strategy and policies, and the Human Resources Department is responsible for the implementation of this Policy.

The CEO entrusts the relevant internal departments with the responsibility for monitoring the Group-wide implementation of this Policy, also verifying full compliance with the Company's environmental, social and corporate governance policies and standards, as well as internal codes of conduct.

7 Reporting and Dissemination

In accordance with national and EU regulations, the Salcef Group reports annually on its activities and achievements in diversity, equity and inclusion with the publication of a Sustainability Report or Integrated Report. All of the Group's Sustainability Reports, published since 2020, can be accessed and downloaded at/from the dedicated website section www.salcef.com/sustainability/sustainability-reporting. The documents are drafted according to the international guidelines of the GRI Standard (Global Reporting Initiative) and certified by an external auditor.

Internally, this policy is brought to the attention of all staff, employees, suppliers and business partners, for example through specific training sessions so that there is full awareness and further impetus for the promotion of diversity, equal opportunity and inclusion as a foundational part of the Group's value system.



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