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Diversity & Inclusion Policy

Background

Italpreziosi has always aimed at valuing 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 the 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, taking into account multiple aspects that affect the company, can contribute to the achievement of the full potential of people within the company and its relations with external stakeholders.

The Diversity and Inclusion Policy aims to align with existing legislation as well as international standards on diversity, inclusion, and gender equality (among others, the 2030 Agenda for Sustainable Development and its Sustainable Development Goals - SDGs; the UN Global Compact and the Women Empowerment Principles WEPs; the Universal Declaration of Human Rights, the United Nations Conventions on the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child and on the Rights of Persons with Disabilities; the Declaration on Fundamental

Principles and Rights at Work and the eight Core Conventions of the International Labour Organisation - ILO). In addition, guidelines such as UNI ISO 30415 on Human Resources Management with a Diversity and Inclusion Approach and UNI/PdR 125:2022 Reference Practice for Gender Equality, represent landmarks for adapting to non-discrimination and gender equality criteria in the work environment.

Scope

With this *Policy*, Italpreziosi is committed to strengthening and promoting the objectives of inclusion of different forms of diversity, non-discrimination, gender equality, in the work environment as well as in the company's external relations, in order to increase trust among staff, customers, stakeholders and society at large.

This *Policy* also provides guidelines for the improvement or implementation of processes to create a discrimination-free working environment with equal opportunities in the entire cycle of personnel recruitment, management, training and career development, as well as in corporate governance and communication practices.

Responsibilities

The Sustainability Committee, consisting of senior company management, is responsible for ensuring that the Policy is implemented.

The Corporate Social Responsibility Manager is responsible for coordinating the activities of the Sustainability Committee.

Likewise, all employees and co-workers are responsible for ensuring that goals and objectives are achieved.

Commitments

I. Culture for diversity inclusion and gender equality

Italpreziosi is committed to promoting an inclusive business environment, free from discrimination, that supports people to express their potential, each according to their personal distinctiveness and abilities. It is committed to taking all necessary measures to ensure that principles such as respect, merit and dignity of people are promoted and

pursued, regardless of gender and other forms of diversity.

In particular, the company is committed to diversity and inclusion principles in several areas, including:

Gender

The company is committed to combating all forms of gender discrimination and to avoiding stereotypes as well as prejudices related to gender differences or gender identity. Furthermore, it is committed to a corporate culture that strives to enhance the current and potential female component of the company.

Disabilities

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 corporate culture.

Interculturality

The company is committed to favouring an environment that is both diverse and respectful of different cultures, always promoting dialogue to support inclusion and perspectives for personal growth.

Generations

Italpreziosi considers intergenerational confrontation 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 value.

Furthermore, Italpreziosi undertakes to promote:

- Awareness-raising activities to promote behaviours and the use of language in line with an inclusive working environment that respects diversity;
- Internal procedures enabling staff to express their opinions, including anonymously, on forms of discrimination, inclusion and gender equality in the company;
- Company practices to protect the working environment against harassment and mobbing, and/or to remedy them, in support of victims;

- o The equal representation of genders also on the external events.

II. Governance

Italpreziosi undertakes to continue to support, as well as to improve, a model of governance that encourages and enhances diversity, as well as to implement processes able to remedy possible setbacks in this regard.

Furthermore, it undertakes to ensure that the balanced presence of the minority gender in the management and control bodies is taken into account.

III. HR processes

Italpreziosi promotes principles of inclusion and respect for diversity and is committed to upholding equal opportunities and pursuing gender equality in the phases of personnel selection and recruitment. In particular, considerable attention is paid to procedures to account for principles of diversity and inclusion, as well as to prevent gender inequality and bias, in the stages of the recruitment process, including interviews.

IV. Equal treatment & fair pay

Italpreziosi promotes the valorisation of merit-based skills, respecting fairness and equal treatment at all stages of a career in the company. It is also committed to guaranteeing equal salaries for equal competences, roles and duties, regardless of gender.

V. Education & communication

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

Also in its marketing, advertising and communication activities, Italpreziosi takes care to avoid stereotypes and to use language as neutral as possible.

VI. Due Diligence & Supply chain

In 2020, Italpreziosi signed the 'OECD Stakeholder Statement on Implementing Gender-Responsive Due Diligence and Ensuring the Human Rights of Women in Mineral Supply Chains', by Women's Rights and Mining (WRM), with the aim of creating more awareness on gender equality and tracking the role of women in the supply chain. Participation in multi-stakeholder projects aimed at improving and empowering women even in small communities is considered crucial.

Monitoring and awareness-raising

Italpreziosi undertakes to monitor the progress of its commitments, to create plans to facilitate the achievement of certain goals, and to revise this *Policy* if and when necessary to update and/or specify inclusion, non-discrimination and gender equality policies and objectives. In particular, the monitoring of these commitments, as well as internal audits, the review of data, and the identification of new short-, medium- and long-term targets, take place regularly when requesting relevant data for the annual Sustainability Report and its drafting.

Furthermore, Italpreziosi undertakes to continue to participate with its partners and stakeholders - including associations on the subject, suppliers, institutional parties - in projects that promote the fight against discrimination and stereotypes of all kinds, as well as equal gender opportunities and women's empowerment.

Arezzo, 23/11/2022

Ivana Ciabatti,
Chairperson of the
Board of Directors



