



DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

"When we lose the right to be different, we lose the privilege to be free"

Charles Evans Hughes

Quality of life, any time of the day. This is Gruppo Montenegro's vision which is reflected in our approach to corporate social responsibility and the sustainability of our business.

Gruppo Montenegro is an organisation committed to equality and inclusion to drive our business results and create a better future, every day, for all our employees, consumers, partners, and communities. We believe an inclusive culture allows us to match our growth ambitions and drive inclusion across the business.

This **DEI Policy** is established by the Top Management at Gruppo Montenegro together with the steering committee (DEI TEAM); it encompasses all the principles, objectives and commitment on the part of the organisation in respect of issues related to gender equality, diversity and inclusion.

Gruppo Montenegro has chosen, by implementing a system to manage gender equality according to the UNI/PdR 125:2022 standard, to pursue a pathway based on harnessing and promoting DEI-related questions, safeguarding diversity and equal opportunities on the workplace women's empowerment.

Gruppo Montenegro is committed to:

- Implementing organisational processes for the selection, management and development of human resources to promote an inclusive culture and equal opportunities.
- Implementing in-house and external processes of communication, information and training with a view to communicating commitment to DEI issues and raising awareness on the part of stakeholders in that regard.
- Fostering an inclusive and safe work environment for its employees.



Gruppo Montenegro, through a strategic DEI plan and by monitoring specific performance KPIs, has established the following objectives in respect of the topics covered by UNI/PdR 125:2022:

- **Culture and strategy:** encouraging cultural growth and awareness with regard to DEI on the workplace, enabling engagement and listening processes to facilitate communication and confronting elements related to DEI topics.
- **Governance:** assigning responsibilities and preparing a business model to encourage the development of DEI issues and able to identify and manage shortcomings in terms of inclusivity or equal opportunities.
- **HR processes:** using processes in support of human resource management (in terms of personnel selection, hiring and management) consistent with DEI principles.
- **Opportunities for growth and inclusion:** encouraging, monitoring accesses and career paths that are gender-neutral, consistent with principles of equal opportunity and diversity.
- **Equal salaries:** facilitate and monitor processes for the equal balancing of salaries.
- **Supporting parenthood and work-life balance:** implementing welfare policies aimed at supporting staff in terms of work-life balance, providing solutions to balance professional life – with regard to career, professional ambition, working hours – and private life.

Gruppo Montenegro is committed to making available the necessary resources to apply the DEI Management System in an effective and efficient manner, promoting actions aimed at raising awareness and involving all its Staff and external Stakeholders in respect of achieving the objectives outlined in this policy.

Zola Predosa (BO), 23 March 2023

Sergio Fava

CEO Gruppo Montenegro