

Press release

**GRUPPO MONTENEGRO IS NOW GENDER-EQUALITY CERTIFIED**

**OUR BUSINESS, ESTABLISHED IN BOLOGNA IN 1885, IS THE FIRST ITALIAN COMPANY IN THE SPIRITS INDUSTRY TO BE AWARDED SUCH A SIGNIFICANT CERTIFICATION**

*Bologna, 26 October 2023* – The issue of **Gender Equality** is an increasingly urgent priority for **Gruppo Montenegro**, a 100%-Italian Company, market leader in the food and spirits industry.

Established in Bologna in 1885, and currently the number 2 player in Italy in the Spirits industry, Gruppo Montenegro has been recently awarded the **UNI/PdR 125:2022 certification for gender equality, ranking first in Italy in the Spirits sector and among the first in the food and beverage industries<sup>1</sup> to receive such a significant recognition**, attesting to our company's commitment in support of female empowerment, counteracting stereotypes and discriminations on the workplace. **This goal also makes Gruppo Montenegro one of the approximately 100 certified Italian companies in the Emilia-Romagna region.**

*“Fostering diversity and respect for everyone, equal pay and access to career opportunities regardless of gender, as well as supporting parenthood, – said Cristina Danelatos, HR Director at Gruppo Montenegro – are only a few of the elements on which our company has been focusing over the past few years, undertaking a virtuous path to create a fair, inclusive and equitable work environment. This important certification is the final goal of a wider Gender Equality project that has already allowed us to achieve gender equality among its approximately 400 employees (50% women, 50% men) also in terms of salary and career advancement opportunities. In the future we will keep investing on an increasingly inclusive culture, to make sure that no careers are inaccessible for women.”*

**The Gender Equality initiatives in Gruppo Montenegro: “Tutti per uno #MEZZIPERTUTTE”, MUMS@WORK, MentorShe.**

Several projects are being implemented in this regard by the company, including both actions aimed at work-life balancing and at facilitating the equal distribution among male and female employees of care and assistance work. For example, all employees are allowed flexibility in terms of working hours when their children are starting nursery or primary school, as well as 20 paid hours a year to go with their parents aged over 80 and underage children to doctor's visits; fathers, on the other hand, are entitled to eight hours of paid leave for each biological, fostered or adopted child. Gruppo Montenegro is also implementing solutions to promote behaviours aimed at respect, starting with the initiative against harassment and violence, **“Tutti per uno #MEZZIPERTUTTE”**, implemented in partnership with the non-profit association RoadTo50. The company is also engaged in concrete actions to ensure equal career advancement opportunities; for example, in at least 98% of selections there has to be as a minimum one female candidate; the programme **MENTORSHE**, organised for the second year running in partnership with the Foundation Libellula, is designed to support female leadership. On the other hand, **MUMS@WORK**, is an initiative geared towards our pregnant employees and new mothers, with meetings (during working hours and guided by a professional coach) which – over the past five years – have involved 19 female employees from Gruppo Montenegro. Last but not least, in 2021 the Bologna-based company started to support **4w4i**, an inter-company marathon dedicated to inclusion and giving value to diversities.

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<sup>1</sup> IAF (International Accreditation Forum) accreditation sector no. 03 – Food, Beverage and Tobacco industries

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**GRUPPO MONTENEGRO**

Founded in 1885, Gruppo Montenegro is a leading Italian Food and Spirits manufacturer. The Group's brands have developed into icons of the "Made in Italy" with strong brand equity and significant top of mind: Amaro Montenegro, Vecchia Romagna, Bonomelli infusions, Infrè decaf tea, Olio Cuore, Cannamela spices, Polenta Valsugana, Pizza Catari. Their success is the result of constant pursuit of excellence, respect for tradition and attention to product quality and sustainability, all values that have defined the Group since its foundation. Thanks to a solid national and international distribution network, the brands are true ambassadors of the Italian way of life. For more information about the company, please visit <https://www.gruppomontenegro.com/>