

# Diversity, equity and inclusion POLICY

## Introduction

We believe that diversity enables the dialogue between a plurality of perspectives and fosters the creation of innovative solutions; therefore, we believe that concretely supporting the understanding, inclusion and value of differences can enhance our ability to reflect and anticipate the needs of clients and of all stakeholders, as well as increase the value of our work, also for the benefit of our clients, and consequently our competitive advantage.

Based on this principle, we commit to:

- supporting the values of diversity, equity and inclusion (DEI), considering them as fundamental in our organisational and management models;
- operating impartially by eliminating all forms of discrimination, whether direct or indirect, in particular on the basis of gender, sexual orientation and identity, disability and health status, age, ethnic or social origin, nationality, religious belief and political opinion;
- promoting the overcoming of cultural, organisational and material barriers that limit the full expression and development of people within the organisation;
- fostering a working environment that is collaborative, supportive and open to the contribution of each member of our organisation.

This document states the principles, objectives and practices that Società Italiana Brevetti S.p.A. (SIB) commits to adopting and supporting in order to fully benefit from the opportunities offered by diversity, in particular with respect to the following main profiles.

*This policy is consistent with the main provisions contained in the documents issued by the international reference organisations (such as Agenda 2030 for Sustainable Development and the related Sustainable Development Goals; United Nations Global Compact and Women's Empowerment Principles; Universal Declaration of Human Rights; United Nations Conventions on the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, on the Rights of Persons with Disabilities; Declaration on Fundamental Principles and Rights at Work and the eight Fundamental Conventions of the International Labour Organisation (ILO); ILO Convention on Violence and Harassment of June 2019).*

## Our commitment with regard to diversity profiles

### *Gender, orientation and sexual identity*

We believe that gender balance and overcoming any stereotype, discrimination or prejudice are fundamental in creating the conditions in which each person can best express himself or herself. We acknowledge the importance of increasing and enhancing awareness-raising initiatives at all levels aimed at promoting the overcoming of prejudices, even unconscious ones, including those related to people's gender, orientation and sexual identity. We pay attention to policies and actions aimed at fostering equal opportunities, work-life balance, and the sharing of family responsibilities. We are continuously committed to achieving gender balance, also through specific initiatives dedicated both to the search for professional figures and to remuneration and growth policies based on equity principles. These initiatives have already allowed us to reach the target of 50% of women both among professionals and within the Board of Administration, while it is about 70% among staff as a whole.

### *Disability and health status*

We support the acknowledgment of equal opportunities for people regardless of their general health status, disability, and sensory, cognitive and motor diversity. We are also committed to fostering the inclusion of people with disabilities, favouring accessible working environments and providing for the adoption of appropriate working methods, tools and aids, as well as promoting internal training actions aimed at supporting the enhancement of the abilities and skills of people with disabilities and their professional growth.

### *Generations*

Our long history, since SIB's founding in 1882, has enabled us to recognise the needs of the different generations working within the organisation. We are committed to stimulating and fostering dialogue and intergenerational equity, paying close attention not only to the chronological age and working age of people, but also to the best ways of enhancing the specificities of each, encouraging the sharing of different social, cultural and work experiences.

Careful attention to training on a theoretical and practical level has enabled those who join the company, also by means of an apprenticeship, to achieve ever-increasing professionalism and to be able to successfully pass the qualification exams that, at different and progressively higher levels, allow them to exercise their profession.

### *Culture and belonging*

Our work leads us daily to interact with clients, colleagues and other stakeholders around the world. We therefore acknowledge that the ability to collaborate positively with people having different cultures and nationalities produces innovation, accelerates growth and leads to better decisions. We therefore foster an intercultural outlook geared towards engaging with people of different nationalities and different cultural and religious backgrounds, both within and outside SIB itself.

## **Policy implementation**

Confirming its cultural approach, SIB intends to continue promoting inclusion and equity by supporting relationship models and processes that directly concern the development and management of people.

These are the reference values:

strengthen managerial and leadership styles, at all levels of the organisation, that promote inclusion as a cultural reference model, first and foremost through responsible management of work teams, with the aim of increasing sensitivity and awareness of the value of differences;

- strengthen a work culture based on transparent, inclusive and equal opportunity behaviour;
- recognising and removing cultural, organisational and relational barriers to complete employment inclusion;
- establish mutual respect and trust as the foundations of work relations at all levels of the organisation;
- use training also to raise awareness among colleagues about diversity, equity and inclusion issues.

SIB members who hold responsibilities towards diversity, equity and inclusion will be continually encouraged to propose an integrated system of behaviours and interventions. A dedicated DEI policy group operates and will continue to operate in pursuit of the stated objectives.

A key role will be played by the firm's Board of Administration and Management as guarantors of fairness, inclusion, non-discrimination and diversity enhancement at all levels, intervening whenever behaviour contrary to these principles becomes apparent.

The firm's Board of Directors and Management are also called upon to adopt behaviours aimed at ensuring and reinforcing the existence of an inclusive working environment and climate, valuing staff who are all vested with the task of promoting the dissemination and sharing the values of diversity, equity and inclusion in working relations.

In particular, the firm's Board of Administration and Management promote:

- recruitment criteria that ensure, for all areas of the organisation, the identification of the best available professional profiles and that take into account the principles of diversity, equity and inclusion, equal opportunities and impartiality;
- equal opportunities for professional development and growth;
- pay levels that prevent any possible gender gap;
- initiatives to support work-life balance needs and situations of individual fragility;
- a non-standardising culture oriented towards the inclusion of diversity in all its forms and meanings, which overcomes stereotypes and highlights the value brought by diversity;
- internal communication that fosters the growth of an organisational model open to inclusion and appreciation of diversity;
- a focus on diversity, equity and inclusion, especially among as many potential candidates for open positions in SIB as possible, including through activities in cooperation with educational institutions and universities.

### **Reporting and monitoring**

In order to ensure compliance with the values defined in this document, the firm provides for transparent means for the reporting of behaviours not aligned with the rules of conduct deriving from the document itself. All employees are invited to promptly report any such conduct to their direct superior, or, in cases in which this method of reporting should be deemed ineffective or embarrassing or inappropriate, directly to the Board of Directors.

The company also commits to verifying the validity of the approach adopted through specific listening initiatives addressed to employees and/or through discussions with the company's social partners.

### **Dissemination and updating**

This document will be disseminated to all personnel and will be the subject of specific training meetings; it will also be published prominently on the company website. SIB commits to periodically assessing the need to update the document and in any case to update it whenever the need is found and/or following new developments and requirements in the area of diversity, equity and inclusion.

*Approved by the SIB Board of Administration at the meeting of 14 November 2023.*