

FEDRIGONI

Diversity Equity & Inclusion Policy

OUR AMBITION

We believe **diversity** makes us richer as a company - *diversity of ethnicity, gender, orientation, age, thought, background*. For us, leveraging the differences of each person within Fedrigoni Group, helps us to interpret and navigate complexity and change.

We ensure treatment, opportunities and recognition based on **equity** for our diverse talent base, acknowledging their different needs, aspirations, and styles.

We promote **inclusion** by designing a work environment and experience where each one of us feels empowered to fully express their own **potential to grow and make a difference**, striving for excellence, fostering partnership and embracing transformation.

Committing to Diversity, Equity and Inclusion is about making progress towards an **open and high-performing company**, which gives each and everyone of our people the opportunity to express and develop their own, unique potential, ultimately contributing to business strategy deployment.

OUR ACTIONS

INCLUSIVE LEADERSHIP

- ▶ Encourage and support leaders throughout the Group to be and become role models of our inclusive, sustainable, high-performing culture, based on Fedrigoni Behaviors
- ▶ Accelerate inclusive leadership and managerial practices through learning and development experiences
- ▶ Support leaders in identifying and reducing the effect of their unconscious biases

PEOPLE CARE

- ▶ Ensure recruitment, salary review and promotion decisions are based on merit, in line with our Fedrigoni Behaviors
- ▶ Define and monitor processes that are based on equity, transparency and fairness, ensuring the de-biasing of those already in place
- ▶ Stand against any form of harassment, victimization and unlawful discrimination, taking seriously and reacting appropriately to complaints
- ▶ Create a safe work environment, across our sites and offices
- ▶ Respect and foster wellbeing of all colleagues and their families through effective work practices and welfare opportunities, keeping a strong focus on quality of life at work

FEDRIGONI
Group

Sede legale
Via Enrico Fermi 13/f
37135 Verona (VR), Italy
T +39 045 8087888
F +39 045 8009015

Sede operativa
Piazzale Lodi 3
20137 Milano, Italy
T +39 02 467101

fedrigoni.com



FEDRIGONI

DIVERSE TALENT BASE

- ▶ Increase the diversity of the candidate pool and deploy a recruitment strategy that inspires candidates of different backgrounds to join Fedrigoni with the goal of making a difference
- ▶ Provide opportunities for all colleagues so their talents and potential can be supported and developed
- ▶ Promote dignity and respect for everyone

ONGOING AND OPEN DIALOGUE

- ▶ Empower colleagues to report and challenge non-inclusive behavior where they see it
- ▶ Create formal, structured channels of listening such as surveys and focus groups
- ▶ Equip colleagues with the tools and skills for giving feedback, by encouraging open and regular conversations in their daily work, with colleagues and managers
- ▶ Embed diversity, equity and inclusion in day-to-day Fedrigoni life through engaging internal communications and events

OUR COMMITMENT TO MAKING PROGRESS

We monitor, track and report progress on our ambitions on a continuous basis, acting and intervening to stay on track.

We commit to communicate and share to internal and external stakeholders the present policy, verifying its update on a yearly basis considering new elements emerging from monitoring activities, changes in company strategies and activities or in national and international norms.

This Policy is grounded in our Fedrigoni Code of Ethics: any misalignment should be reported to codiceetico@fedrigoni.com.

UN SUSTAINABLE DEVELOPMENT GOALS ENDORSEMENT

- 4: Quality Education
- 5: Gender Equality
- 10: Reduced Inequalities

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