



An objective of primary importance to BENACCHIO is to encourage the development of a corporate culture, based on respect and appreciation for diversity.

BENACCHIO is committed to supporting the values of diversity and inclusion through the adoption of corporate, organisational and management mechanisms based on respect for people's rights and freedom. In this direction, the path undertaken aims to evolve the methods of monitoring diversity-related issues, moving from an approach aimed at protecting and integrating 'diversity' to a proactive strategy for overcoming all cultural stereotypes and identifying and resolving the factors that prevent people from being included in the workplace.

The Company operates according to impartiality and does not allow any form of direct or indirect discrimination.

It also promotes the conditions to remove cultural, organisational, and material obstacles that limit the full expression of people and their full development within the organisation.

BENACCHIO preserves the value of its staff and promotes the protection of their psychophysical, moral, and cultural integrity through working conditions that respect individual dignity and behavioural rules.

The document aims to develop a clear approach in terms of mission, strategies, and active practices in order to stimulate a collaborative and supportive working environment open to the contributions of all employees, to increase the trust of people, customers, and society in general.

BENACCHIO sees diversity as a value to be protected and encouraged with concrete and pervasive actions in all organisational and management processes, based on the respect and value of people, so that everyone feels included and can give the best of themselves.

The affirmation of an inclusive culture is a cultural path capable of enriching the experiential baggage of personnel throughout their entire working life, with individual and collective benefits. For this reason, the Company is making an increasing and systematic commitment with synergetic actions to develop analysis models and indicators consistent with People Management Processes. The system will make it possible to appreciate scenarios, objectives, and evaluation metrics to be made visible and transparent both within the organisational context and to reference stakeholders.

This document represents BENACCHIO's commitment to prevent discrimination and physical, psychological, and verbal abuse in the workplace and to promote diversity, fairness, and inclusion of all employees.

#### Qualitative Objectives:

- Create an inclusive and respectful work environment where all employees feel welcomed and valued.
- Promote diversity and equity through recruitment, training and development policies and practices that reflect our multicultural society.
- Prevent discrimination and physical, psychological, and verbal abuse in the work environment through clear and strict policies and procedures.
- Provide resources and support to employees who have experienced discrimination or abuse.

#### Commitments:

- BENACCHIO is committed to creating an inclusive and respectful work environment where all employees feel welcomed and valued.



- BENACCHIO is committed to promoting diversity and equity through recruitment, training and development Policies and Practices that reflect our multicultural society.
- BENACCHIO is committed to preventing discrimination and physical, psychological, and verbal abuse in the work environment through clear and strict Policies and Procedures.
- BENACCHIO is committed to providing resources and support to employees who have experienced discrimination or abuse.

**Principles:**

- BENACCHIO believes that diversity is a strength, and that inclusion is essential to the success of the Company.
- BENACCHIO believes that all employees have the right to work in a respectful and safe working environment.
- BENACCHIO believes that the prevention of discrimination and abuse is a moral and legal duty of the Company.

**Policies:**

- BENACCHIO has a Diversity Policy that promotes the hiring of employees from diverse cultures, ethnicities, genders, sexual orientations, abilities, and socio-economic backgrounds.
- BENACCHIO has a Policy against discrimination and harassment that prohibits any form of discrimination or physical, psychological, or verbal abuse in the work environment.
- BENACCHIO has a Code of Conduct that requires employees to behave ethically and respectfully towards colleagues and customers.

**Employee Handbook:**

- BENACCHIO's Employee Handbook includes information on its Diversity, Anti-Discrimination and Harassment Policies and Code of Conduct.
- The BENACCHIO Employee Handbook provides information on how to report discrimination or abuse and how to access resources and support.

**Annual and Social/Sustainability Report:**

- BENACCHIO's annual report includes information on Diversity, Anti-Discrimination and Harassment Policies and Practices and actions taken to promote inclusion.
- BENACCHIO's Social/Sustainability Report includes information on the Company's diversity, equity and inclusion initiatives and the results achieved.

In conclusion, BENACCHIO is committed to creating an inclusive and respectful work environment where all employees feel welcomed and valued. We are convinced that diversity is a strength, and that inclusion is essential to the Company's success. We are also committed to preventing discrimination and physical, psychological, and verbal abuse in the workplace through clear and strict Policies and Procedures, and to providing resources and support to employees who have experienced discrimination or abuse.



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