

Diversity, Equity and Inclusion Global Policy

The Prima Industrie Group has always been determined to respect Equal Opportunities in the working environment.

Prima Industrie is actively engaged in the promotion of the values of Diversity, Equity and Inclusion (DE&I) and calls for the active support of all personnel and all persons working in the name and/or on behalf and/or in the interest of the same, or who have other business relationships or collaborations with it (collectively referred to as “Recipients” of this document) in the implementation of the principles and intentions contained in this Policy.

Prima Industrie operates within a multinational context in which people express an enormous heritage of diversity, whose valorisation is at the same time a competitive advantage and opportunities for growth and enrichment for the company itself, in the belief that the most innovative ideas and the best solutions come from a working environment in which people can express their uniqueness.

Prima Industrie offers the same opportunities in every aspect of working life, in the selection stages as well as in decisions regarding remuneration, professional classification, assignment of duties, training and career progression. These decisions are made exclusively based on skills, experience and professional potential that people have, and the results achieved, without any distinction based on gender, gender identity and expression, sexual orientation, marital status, parenting or care-giving situation, religious faith, political, trade union or other opinions, skin colour, socio-economic and/or cultural background, ethnic origin, nationality, age and disability, whether mental or physical.

Prima Industrie has always been committed to guarantee a work environment in which every person is treated, and treats others, with dignity and respect, free from all forms of harassment, abuse or psychological and/or physical constraint, discrimination of individuals or groups by other individuals or groups, undertaking to prevent and intervene to stop, if it happens, any such behaviour.

Prima Industrie has always implemented an inclusive culture that values individuality and a sense of belonging to the Group community, dialogue, trust and participation, which are considered essential elements of organisational well-being, opposing the creation of cultural and organisational barriers that limit people’s involvement and potential. Management models, processes and programmes are designed to support all people, so that everyone has the same opportunities to progress to the best of their abilities.

Implementing this Policy requires the active support of the Group's employees, in compliance with internal guidelines and the tools that Prima Industrie makes available, to ensure that:

- decisions relating to people's employment and development are free from all forms of discrimination
- the sensitivity and awareness of the organization towards the issues of Diversity, Equity and Inclusion should continue to be high, also with a view to preventing potential unconscious bias
- an inclusive and respectful work environment is maintained both within Prima Industrie and in relations with external Stakeholders, free from all forms of discrimination and harassment
- wage equity between genders is guaranteed on equal merit-based conditions, any gaps (if found) are identified and gradually bridged
- people's motivation is taken care of through dialogue, participation, services and initiatives to support mental and physical well-being and ensure a balance between private and professional life, through for example, allowing flexible working patterns

REPORTING, CONFIDENTIALITY, NON-RETALIATION AND CONSEQUENCES IN CASE OF VIOLATION

The Prima Industrie Group encourages the Recipients of this document to report in good faith, even anonymously, any act or omission by anyone at Prima Industrie, in relations with it or on its behalf, which constitutes or may constitute a violation, or inducement to violate the principles contained in this Policy. The Group Whistleblowing Policy, published at www.primaindustrie.com, in multiple languages, sets out the procedure for submitting reports, how they are managed and how confidentiality and non-retaliation are guaranteed. If a report is well founded, Prima Industrie will adopt the sanctions provided for by the applicable regulatory, contractual, and disciplinary system.

GOVERNANCE

Prima Industrie has appointed the Group CHRO as Diversity, Equity & Inclusion Manager, who works in coordination with the different company departments according to their respective responsibilities. The plans and results in the area of Diversity, Equity and Inclusion are discussed and approved by the Top Management and are part of the Sustainability Plans and results presented and discussed by the Board of Directors.

REPORTING

Prima Industrie reports on its Diversity, Equity & Inclusion performance in the Sustainability's Annual Report.

DOCUMENTS RELATED TO THIS POLICY

- CODE OF ETHICS
- GLOBAL HUMAN RIGHTS POLICY
- WHISTLEBLOWING POLICY

July 2022

Executive Chairman
Gianfranco Carbonato