

GROUP COMPANY POLICY FOR GENDER EQUALITY, DIVERSITY AND INCLUSION

GranitiFiandre S.p.A. undertakes to enhance and protect diversity and equal opportunities in workplaces through the integration of different skills, sensitivities and attitudes, to constantly improve the culture of respect and gender equality both internally and towards stakeholders.

GranitiFiandre S.p.A. guarantees equal dignity and opportunities to all people, regardless of their country of origin, culture and religion, gender, sexual orientation, political opinions and any other personal characteristic or style.

For this purpose, GranitiFiandre S.p.A. has set up a management model with the aim of guaranteeing the maintenance of the standards achieved over time to interested parties through the continuous monitoring of specific indicators.

The corporate gender equality policy shall be:

- defined by top management, in coordination with a Guidance Committee;
- communicated and spread within the organization and to its interested parties;
- supported by training and awareness raising for company management;
- periodically reviewed or confirmed in the review phase on the basis of events, changes and the results of monitoring and checks.

To give effect to the commitment undertaken, GranitiFiandre S.p.A. adopts the following principles:

- to recognize diversity: to value all people inherently, individually and as groups, appreciating how different dimensions of diversity intersect, recognizing that demographic characteristics and other personal characteristics may eventually be protected by law and regulation;
- to govern effectively: to exemplify and promote management's commitment to diversity and inclusion through the use of inclusive governance systems, policies, processes, practices and operations;
- to act responsibly: to act ethically and socially responsible, to promote productive employment and decent work for all;
- to work inclusively: to enable and develop an accessible and respectful workplace that fosters inclusion and a sense of belonging;
- to communicate inclusively: to recognize and respond to the needs of people who access, to understand and relate to communications in different ways;
- to support and defend diversity and inclusion: to actively influence and promote organizational practices and inclusive relationships with stakeholders.

To realize its commitment to equal opportunities, GranitiFiandre S.p.A. undertakes to:

- allocate an annual budget that will be used for interventions on gender equality, inclusion and integration;
- monitor, at least once a year, the data relating to the status of hiring, the situation by gender for each of the functions, training, professional promotion, levels, changes in category or qualification.

This policy is addressed to all employees of GranitiFiandre S.p.A. and shared with all its main stakeholders, with the aim of highlighting the importance of this issue in its value network.

GranitiFiandre S.p.A. also undertakes to implement the already existing specific procedures or possibly to adopt new ones in order to make improvement strategies in the following areas:

- **SELECTION AND RECRUITMENT PROCESS**

GranitiFiandre S.p.A. undertakes to attract and hire people with different backgrounds and abilities, avoiding any gender distinction and other types of discrimination in the selection and hiring phase.

At the same time, GranitiFiandre S.p.A. undertakes to underline the importance of meritocracy: experiences, skills and competences guide the choice of the best candidates.

The company also ensures that the people involved in the recruitment processes receive adequate training on gender equality and cognitive differences that can negatively impact on selection processes.

- **TRAINING AND PROFESSIONAL DEVELOPMENT**

GranitiFiandre S.p.A. undertakes to offer equal development opportunities without any gender discrimination, providing direct training sessions for all employees aimed at raising awareness on the issue of valuing differences, gender equality, inclusion and the impact on business that these issues have. Specifically, all resource managers are made aware of issues related to unconscious differences and the ability to communicate in an inclusive manner. Finally, GranitiFiandre S.p.A. undertakes to involve all personnel in all initiatives and training courses in an equitable manner without distinction of gender.

- SALARY EQUITY

GranitiFiandre S.p.A. undertakes to guarantee fair wages in compliance with the principles of plurality, equal opportunities, enhancement of people's knowledge and professionalism, fairness and non-discrimination provided for both by this Policy and by the Ethical Code.

- ORGANIZATION OF WORK

GranitiFiandre S.p.A. undertakes to evaluate the improvement of the work-life balance of its employees in all phases of the person's personal and professional life through the adoption of a flexible working method (for example smart working) that does not penalize and with times compatible with the scope assigned.

GranitiFiandre S.p.A. values and promotes parenthood through real actions, being one of the foundations of corporate well-being. It undertakes to promote a parenting that can be free and not hindered by professional activity.

- ACTIVITIES TO PREVENT ANY FORM OF PHYSICAL, VERBAL, DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

GranitiFiandre S.p.A. undertakes to protect the workplace and to encourage the reporting of behaviors that are not in line with corporate values, such as discrimination, verbal and/or physical harassment, mobbing and more, through awareness-raising courses that create awareness in people and that guide in daily behavior.

- CORPORATE COMMUNICATION

GranitiFiandre S.p.A. undertakes to enhance its communication in an inclusive manner in order to maintain a focus on the enhancement of diversity, support the empowerment of all personnel without distinction and to transparently communicate its willingness to pursue gender equality.

- MONITORING THE KPI INDICATORS

GranitiFiandre S.p.A. adopts a monitoring system to ensure that gender equality is adequately managed. This system is periodically updated and reviewed by the Guidance Committee.

The Group Corporate Policy for Gender Equality, Diversity and Inclusion is communicated and spread internally and made available to its stakeholders by publication on the corporate website.

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C.E.O.

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