D&I in the workplace: Italian companies good practices
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Italian D&I good practices

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Fondazione Sodalitas
Italian Diversity Charter
Fondazione Sodalitas is a network of leading companies and a team of volunteers and professionals, well aware that Diversity&Inclusion represents a strategic lever of competitive growth for companies and a fundamental factor in the development of society.

It is the importance of sharing of these values that prompted us in 2009 to conceive of and launch the “Charter for Equal Opportunities and Equality at Work” (Italian Diversity Charter), which our Foundation has been committed to promoting ever since thanks to the valuable alliance with national reference public institutions, and been able to count on the partnership with European institutions and partners engaged by the EU Platform of Diversity Charters.

Over the years, the Italian Diversity Charter has promoted a business culture positively oriented toward reducing inequality in the workplace and has mobilized a growing movement of private and public companies toward the adoption of inclusive corporate policies, with the goal of achieving a work environment free from discrimination and prejudice, and capable of valuing talent in all its diverse forms.

Thanks to the tools developed by the Italian Diversity Charter, these companies have consolidated a community of practice committed to constantly monitoring their workplace’s Diversity&Inclusion performance, setting goals for improvement, measuring their ability to achieve them, and authentically communicating the results.

Today we are proud to present an important testimony to this commitment, represented by 52 best practices implemented by Fondazione Sodalitas member companies.
These are initiatives that stem from the effective integration of workplace Diversity&Inclusion goals into corporate strategy and offer valuable examples of how any company can grow over time thanks to the ability to enhance every type of diversity, including those of gender, age, disability, race, religion and sexual orientation.

This is a challenge from which no company can escape today because of demographic and social trends that deeply impact the labor market, and because of the expectations widely placed on companies, which today are considered a key player in achieving the change oriented toward sustainability and inclusion in the workplace, that we all feel the need for.

We strongly believe that the growth of any company depends on its ability to constantly improve the quality of work and the well-being of its people in the workplace.

Sharing the actions and solutions put into place by our partner companies is the best way to encourage others to do the same.

We thank the individuals, companies and institutions that have stood by and participated in the Italian Diversity Charter throughout all these years, and those that will persevere with us along a path that we feel motivated to continue with even more enthusiasm and commitment.

Alberto Pirelli
President of Fondazione Sodalitas
Diversity remains a core value of the European Union and is a basic foundation of our strength and unity. However, it cannot be taken for granted – it requires all of us to make a continuous effort so that everyone is our societies can thrive and enjoy the feeling of belonging. We need to make sure that no one is left behind.

Businesses have always been big drivers for change. There are multiple examples of how implementing diversity and inclusion policies in business environments increased competitiveness and encouraged sustainable and inclusive growth. It is however crucial to highlight the means used to meet these targets – alone, you can accomplish a lot, but together, you can drive a real change.

That is why an exchange of good practices and experience is so essential. The European Commission is aware of importance of the diversity and inclusion policies and supports their development not only by legal means, but also through a variety of actions. We are proud to see that one of our key initiatives – EU Platform of Diversity Charters – has become a channel through which 26 Diversity Charters (currently embracing more than 15,000 signatories representing over 17 million employees from across the EU) can connect with each other.

What the Italian Diversity Charter has achieved so far is remarkable – in 14 years of your activity, you brought together 900 members employing more than 900,000 workers. We hope that through this publication you can not only expand and encourage other organisations to commit to building more diverse and inclusive workplaces and societies, but you can also promote the importance of collaboration to achieve this aim.

We thank you for your efforts and welcome your further commitment towards more diverse and inclusive Europe.

Irena Moozova
Director for Equality and Non-Discrimination
European Commission
Directorate-General for Justice and Consumers
The promotion of equal opportunities, the empowerment of women and girls, and the fight against all forms of discrimination and violence are at the core of the action of the Department for Equal Opportunities of the Presidency of the Council of Ministers and of the Italian Government. Particular attention is dedicated to gender equality, an area in which, despite the progress made by Italy in recent years, strong disparities persist, especially on the job market, as also highlighted by the Gender Equality Index of EIGE for 2023 presented last October 24th.

Moreover, after the COVID pandemic, many things have changed, and some patterns that dominated business and the job market have shifted. In many sectors attractiveness has become an issue, which can be addressed only by a careful management of human capital in all its diversity and with a strongly inclusive approach.

The National Strategic Plan against male violence towards women, the National Gender Equality Strategy, the PNRR, the National System for the gender certification of companies, and the National LGBT Strategy are among the main tools implemented to achieve significant and lasting progress in the Country, within the framework of European Union policies and in line with the United Nations’ guidelines.

However, to achieve these improvements, it is necessary to promote a deep cultural change, as on one hand there are inequalities deeply rooted in prejudices and stereotypes that are difficult to eliminate, and on the other, it is necessary to promote the values of diversity and inclusion, which are now a keystone of our society and a lever for social and economic development, also in terms of sustainability.

We know very well that private sector can be crucial for this cultural change. We understand it within the gender certification system, as well looking at the strong commitment for the code of self-discipline for responsible businesses for
motherhood, and, of course, with reference to the Italian Diversity Charter, whose results are now clearly visible, thanks also to the 52 good practices presented here. These good practices represent a rare asset, an example that others can follow, and they testify how diversity management is a valuable tool for promoting inclusion in the workplace, organizational well-being, and the enhancement of differences.

So, thanks to all those who have brought these good practices to life and those who have made their collection possible. We will continue to follow these experiences, to draw inspiration and identify new challenges.

Laura Menicucci
Head of the Department for Equal Opportunities
Presidency of the Councils of Ministers
In a world where the dynamics of work and society are rapidly changing, the imperative of diversity and inclusion has emerged as a guiding principle of progress. It is our collective duty and privilege, to embrace these ideals with open arms and not merely as a moral imperative but as a strategic pillar for success.

The Italian “Charter for Equal Opportunities and Equality at Work” laid the cornerstone toward a more inclusive and equitable working environment, values in which Assolombarda firmly believes in. These principles are essential elements of a vibrant, innovative society and also strategic drivers for business competitiveness. Indeed, companies embracing diversity, consistently outperform those that do not.

By actively fostering diversity and inclusion we create a more attractive employer brand and attract top talents to our organizations. In short, diversity and inclusion serve as potent catalysts for long-term business success.

Luckily the effort does not stop at national borders. The European Commission’s Platform of Diversity Charters provides a broader canvas for action, highlighting that it is not just a national or organizational endeavour, but a European commitment to create workplaces where every individual’s unique perspective and talents are not only welcomed but celebrated. However, the journey towards full diversity and inclusion is an ongoing one, because there will always be more obstacles to surmount, more barriers to dismantle, and more opportunities to create.

But I strongly believe that the Charter will serve as a valuable resource, guiding individuals and organizations toward fostering a work environment where fairness and equality are not just principles but real drivers of development and success.

**Monica Poggio**
Vice President University, Research and Human Capital Assolombarda
COMPANY PROFILE

A2A is a “Life Company” since it deals with energy, water and the environment, through a circular use of natural resources. The Group operates in Italy in the utilities sector creating synergies between the chains of energy, waste and water.

D&I Commitment

The Group’s commitment to diversity, equity and inclusion is based on the principles of integrity and the protection of the person within the workplace, ensured through the Code of Ethics, the Human Rights Policy and from 2021, the DE&I Declaration of Commitment. Through these documents, A2A undertakes to guarantee its people a climate of mutual respect for the dignity, honor and reputation of each person.

Main D&I activities and results

In 2021, a call to action was launched to create the Inclusion Team with the goal of defining DE&I strategy, goals, and actions for the topics of Culture, Gender, Generations, LGBTQI+, and Disability.

The team consists of around 70 colleagues representative of different Business Units, ages, company seniority, gender, and company roles; and HR and Sponsors identified in the Steering Committee for each theme.

Based on the results of the survey on DE&I issues administered to all A2A people, the Inclusion Team identified inclusive language as a priority action.

For this reason, the Inclusion Team has realized:
• Manifesto of inclusive language: tells 5 useful principles to improve communication
• Good practices: a practical and user-friendly tool, with concrete suggestions on how to use inclusive language
• Podcasts: on the themes of DE&I
• Webinar “I was just joking”: dedicated to inclusive language on the occasion of the “4W4I” initiative intercompany marathon dedicated to the themes of DE&I

In addition to these actions on inclusive language, we have achieved two important external awards, to create and increasingly inclusive work environment:
• A2A has awarded the Welcome logo. Working for refugee integration for the year 2022
• A2A has obtained certification for gender equality (UNI/PdR 125:2022) in the year 2023 for 6 companies (A2A SPA, AMSA, APRICA, GENCOGAS, UNARETI, A2A ENERGIA)
COMPANY PROFILE

Accenture is a leading global professional services company that helps the world’s leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services - creating tangible value at speed and scale.

D&I Commitment
D&I is embedded in everything we do. D&I is essential for both accessing talent and unleashing innovation. We treat D&I like every other business priority. We set goals, share them publicly, collect data to improve and hold our leaders accountable. We believe transparency builds trust and holds us to a higher level of accountability.

Our areas of focus include:
• women
• racial and ethnic minorities
• persons with disabilities
• LGBTIQ+ people
• people from different cultures and religions

Main D&I activities and results
Gender-Balanced Workforce. We have globally set bold goals by 2025:
• to achieve a gender-balanced workforce for those whose gender is binary
• to achieve 30% of women managing director
Italy is contributing to achieve these goals by building a more inclusive talent pipeline, developing upskilling programs, through mentoring and coaching.

Persons with Disabilities. We strive to ensure that our PwD have access to the latest technology, tools and training to succeed in a barrier-free workplace. In 2022, Accenture Italia in partnership with important Universities has published a Research on Inclusion of PwD in Italian Companies – challenges and opportunities to highlight best practices to put in place to overcome difficulties and barriers in order to consider the inclusion as a lever of innovation. We have also important programs on mental disability (Job Station) and Neurodiversity.

LGBTIQ+ Community. We provide specialized training, networking support and mentoring for our LGBTIQ+ people and help promote a workplace where everyone feels they belong and can thrive. We offer coverage for transgender-inclusive health care and inclusive Family Policy.

Religious and Spirituality. We offer a wide variety of resources to support our people and to increase understanding of our inclusive culture, including webinar on religious and spirituality.
COMPANY PROFILE

Acque Bresciane is a totally public benefit company, that manages the Integrated Water Service as an in-house company of the Province of Brescia.

D&I Commitment
Acque Bresciane joined Utilitalia’s Pact on Diversity and Inclusion and the Sodalitas Foundation’s Italian Diversity Charter. For 2022, the internal D&I Committee has drawn up a programme with concrete actions, inspired by the D&I Manifesto disseminated to all employees: these include training and awareness-raising activities on the values of diversity, inclusion and the promotion of wellbeing, as well as a dedicated training course for D&I Committee members.

Main D&I activities and results
Since 2021, we have launched the ‘Everyone makes a difference’ campaign, with concrete actions including training and awareness-raising, interventions to support parenthood and engagement on the gender pay gap.

We have created mentors for inclusion and ambassadors to support the work of the internal committee, HR policies on training, recruitment and pay. Again, we report every year on concrete and measurable objectives in the sustainability report first and now in the integrated budget.

We signed an agreement on smart working, especially for frail people and new parents. Another important agreement extended support tools for parents beyond the legal obligations. These include a supplementary sum paid by the company during parental leave, additional days for new fathers, smart working and flexible hours for new parents, and special leave for life-saving therapies.

To continue our commitment, we have just obtained Gender Equality Certification (UNI/PdR 125:2022).
COMPANY PROFILE

We are a creative full service agency and we lead the Ad Store International Group that is present in 4 continents and 15 countries. We want to multiply our positive impact through innovative and purpose-driven communication campaigns based on listening. This is our #CreativityForHumans.

D&I Commitment
Our organization contributes to the fight against all forms of discrimination in the workplace and values D&I in the community. We are committed to spreading an inclusive corporate culture by constantly investing in training and team building activities, with the objective of creating a work environment ensuring equal opportunities for all and able to acknowledge individual potential and skills. This commitment was also strengthened in 2022 with the signing of the Italian Diversity Charter.

Main D&I activities and results
Welcome. The corporate volunteering project that transforms communication in the first form of integration. Sitting around the same table, which usually hosts meetings with clients, brainstorming and creative presentations, we asked ourselves how to concretely apply the approach with which we tackle every communication project: putting people at the center. Listening and dialogue, relationship and exchange are the key pillars of Welcome, our company volunteering project that involved groups of refugees and asylum seekers hosted in second reception centers in Parma with the aim of contributing to their integration into the social life and fabric of the city.

Welcome in figures:
• 70% of employees voluntarily joining the project
• 540 hours of volunteering over 3 years
• 1 exhibition event
• 70 new friendships
• 2 permanent hires for two of the refugees involved
• First Mediastars award in the socio-cultural category

Welcome was realized with the contribution of the Emilia Romagna Region and with the patronage of Parma City Council, within the activities of Parma Capital of Culture 20-21, in collaboration with CSV Emilia. It was reported by Rai per il Sociale as an “extraordinary example of how to create social cohesion in an increasingly fragmented society”. It was also mentioned in Sodalitas’ Call for Future.
COMPANY PROFILE

Present in Italy since 1909, Air Liquide is a leader in the industrial gases market. With a structure spread across the territory and a 600 kilometer gas pipeline network, it serves around 100 thousand customers and offers solutions that improve industrial performance and environmental impact.

D&I Commitment

D&I is a priority of Air Liquide’s strategy and policy, an important asset in terms of cultural heritage and a source of performance, competitiveness and creativity. Hence, the objective of maintaining a diversified work environment, in which everyone feels at ease and free to express their talents and peculiarities and the concept of “diversity” is understood at 360º: from age, to disability, from gender, to sexual orientation.

Main D&I activities and results

- **UNI/PdR 125:2022 Certification:** Certiquality, at the end of 2022, recognized Air Liquide Italia with the UNI/PdR 125:2022 Gender Equality Certification. Air Liquide obtained this recognition as the first company in the industrial gases sector in Italy.

- **Inclusion Pledge:** this initiative is one of the commitments signed by Air Liquide on the topic of Diversity and Inclusion at a global level. The Inclusion Pledge is a manifesto shared by numerous CEOs which, starting from the recognition of uniqueness of each individual and the positive impact that diversity can generate both in the company and in society as a whole, are committed to promoting a culture of equity, diversity and inclusion within the business and to establishing objectives to achieve in this sense.

- **Women Mentoring:** the Women Mentoring project was organized in collaboration with the Career Service of Politecnico di Milano and dedicated to the master’s engineering students. Air Liquide supports girls who want to undertake a STEM career, offering the opportunity to interact with managers and acquire new skills and greater awareness.

- **HandivAirsity:** an initiative dedicated to disability and aimed at spreading culture and awareness on this issue within Air Liquide. Since its launch, it has become an annual event that continues today in Italy and the rest of the world.
COMPANY PROFILE

BPER Banca is the parent company of Italy’s third largest banking group in total deposits and footprint, with over 1700 branches operating in almost all Italian regions, approximately 22,000 employees and over 5 million customers. The BPER Group is active in all the main market segments, with three commercial banks, it also includes numerous product companies.

D&I Commitment
BPER Banca recognizes the value of diversity as a key resource for innovation, productivity and growth of the organization and the country. In order to generate the necessary cultural change and foster an inclusive environment the Group has long promoted initiatives aimed at respecting the values of fairness, kindness and objectivity. It is committed to protecting the maximum expression of the individual’s potential as an element of distinctiveness, paying special attention to the most vulnerable sections of the country.

Main D&I activities and results
BPER Banca has adopted a path focused on individual and community responsibility to bring about cultural change in our company and society. The BPER E-volution Business Plan 2022-2025 outlined the Group’s social responsibility to create long-term shared value and to carry out community orientation projects, development of educational and inclusion programs for youth, and diversity & inclusion at all corporate levels.

Among them Present4Future, a social inclusion project that will be developed through a three-year social, educational, sports and cultural activity plan. Encouraging participation and active citizenship in young people in order to bring them closer to the territory they belong to is the key to improving the condition of young people, both socially and culturally.

By 2022 the BoD has approved the “Policy for the Enhancement of Diversity” that identifies the areas of intervention and commitments to promote inclusion and equal opportunities in every personnel management process. The Policy is accompanied by an action plan, in which goals and expected results are defined, such as initiatives that address women’s empowerment and listening to employees.

bper.it

Diversity & Inclusion Focus
COMPANY PROFILE

The Bracco Foundation aims to create and spread expressions of culture, art and science as a means for improving the quality of life and social cohesion, with attention to women and to the young. The Foundation has deep roots in the values built up over 95 years by the Bracco Family and Group.

D&I Commitment
Paying attention to women – and to the young – is one of the key themes of the activities of Bracco Foundation. Parity of opportunities must be created together in several sections of economic and social life. For this reason, the Foundation promotes several initiatives to counter gender stereotypes, to raise the visibility of women experts in fields that are still perceived as predominantly male, and to support inclusive education, facilitating access to the scientific disciplines for girls.

Main D&I activities and results
“100 women against stereotypes” (#100esperte)
Stereotypes, discrimination and prejudice against women are making the world pay a significant price in lack of growth. Making the most of the competences of female experts is important for achieving a farsighted viewpoint on a more democratic and inclusive future that could guarantee greater wealth for all.

This is why the Osservatorio di Pavia and the Gi.U.Li.A. Association, in collaboration with Bracco Foundation and with the support of the Representation of the European Commission in Italy, at the end of 2016 launched 100esperte.it, an online databank with the names and CVs of female STEM experts, a sector historically underrepresented by women but a strategic one for the economic and social development of Italy.

The website was conceived and built to grow over time, increasing the number of experts and also the sectors covered: STEM (since 2016); Economics and Finance (since 2017); International Politics (since 2019); History and Philosophy (since 2021); Sport sector (since 2023). The selection of the experts was carried out in collaboration with a Scientific Committee specifically selected for each sector.

Women experts can dust off media language which, by ignoring them, ignores signs of the times and fails to recognize the contribution of women to all the various sectors of society: from politics to science.
D&I Commitment
Our D&I Mission and Purpose is to create an inclusive environment that enables our people to be themselves and ensure we attract and retain the best talent, reflecting society and our clients. One of our value is to be “Open & Inclusive”: this reinforce our belief that employees can only reach their full potential if they are able to express themselves freely and openly, and if the words and actions of Bureau Veritas’ employees encourage such expression.

Main D&I activities and results
Aware of the gap at national level in opportunities at the workplace between men and women, we have identified gender equality as the priority of our D&I commitment. We have implemented a Management System for Gender Equality and reached the Certification according to UNI/PdR 125:2022.

Several KPIs are monitored on a yearly basis, to measure in a tangible way our commitment towards gender equality, with special view to increase the number of women engaged in managerial or technical roles: among these KPIs, the percentage of women with managerial responsibilities; the percentage of women hired in technical roles; the gender pay gap.

To this end, we have created a “Compensation Watch” committee, aiming at monitoring remuneration between men and women, bridging possible gaps.

We have launched an awareness program - through dedicated webinars - on LGBT+ issues in cooperation with AGEDO, the Association of Parents of Homosexuals, with a view to get acquainted with the proper terminology, enabling us to better understanding feelings and needs based on experience.

In cooperation with Lifeed, we have started a training session on the importance of parental competences, that can be valuable assets also in the working environment. Colleagues with small children are guided to better exploit the attitudes and skills they are developing thanks to their recently acquired parenthood.
COMPANY PROFILE

Carrera Jeans is one of the oldest casual brand in Italy. Founded in Verona 58 years ago, the brand Carrera is having n.1 market shares in volumes since 50 years. (10% market share in jeans for man)

carrerajeans.com/it

D&I Commitment
Carrera is a company where most of the labour force is represented by women. In Italy 70% of the employees are women, in Tajikistan 95%. The most important competitive advantage of Carrera compared to the other competitors in Italy is the stability of the factories and the labour force. During the last 30 years we invested in training dressmakers (not sewing machine operators) to have a stable workforce. Only a stable workforce can produce the same good for a long period of time trouser.

Main D&I activities and results
We created what we call “The Chain of respect” starting from cotton farmers to final consumers. In Tajikistan we developed a fully integrated supply chain, from cotton flower to finished products, employing nearly 2,000 women (Muslim culture).

Production stability is fundamental to produce and sell men’s trousers because men usually don’t like to shop and they delegate to their wives to buy clothes. To convince the dressmakers to remain in the factory for many years there is only one secret: to respect them and to take care of their wellness. We don’t have written papers regarding respect. We have facts proven by history.
COMPANY PROFILE

Chiesi is an international, research-focused biopharmaceuticals group that develops and markets innovative therapeutic solutions in respiratory health, rare diseases, specialty care. Chiesi is a B-Corp certified company (Italy, US, France).

D&I Commitment
At Chiesi, diversity is the existence of multiple personal (visible and invisible) characteristics that makes each individual unique. We aspire to an inclusive workplace and way of working where everybody feels comfortable and can express themselves and their talent. Let’s express who you really are... to be happy! Everyone of us is different, everyone of us is Chiesi.

Main D&I activities and results
In ‘21, we set ambitious Gender Equality targets focusing on Equal Pay and Equal Opportunity for all genders. Thanks to Chiesi’s holistic approach, we achieved:
• zero global Pay Gap in one year
• an increase in the percentage of women in the Talent Pool and leadership teams
• in Dec 22, we obtained UNI/PdR 125:2022 certification.

Our success story is a testament to shared responsibility
• a Gender Equality Committee, includes members of the Executive Committee who approve targets and plans
• the Global D&I Committee, composed by 16 colleagues representing our affiliates and departments; they revamped strategy and launched programs, including Female Leadership initiatives for both men and women
• we formed ERGs (CANs), such as WIN (Women Inclusive Network), dedicated to integrating Gender Equality actions into our workplace culture
• focus Groups, in collaboration with the association “Maschi Che Si Immischiano” a dive into men’s perspectives, fostering a new alliance between genders
• labor unions supported our anti-harassment manifesto and advocate for improved work-life harmony, including parental leaves
• every manager and employees committed to making these goals a part of their daily activities

Our journey, showcases diverse synergies breaking down boundaries and enriching our company with innovation. This approach will guide us in addressing the next challenge, disability.
COMPANY PROFILE

Confindustria Brescia represents the industrial enterprises of the province of Brescia. Confindustria Brescia is made up of approximately 1,300 companies, with over 66,000 employees. Its offer is divided into two fundamental directions: institutional and political representation and services.

D&I Commitment
Promotion of diversity and inclusion. Of fundamental importance for Confindustria Brescia is the development of adequate policies, practices and working conditions within the Association and among the Associates, in order to ensure equal opportunities and respect for diversity, contrasting all forms of discrimination and moral or psychological violence based on gender, age, religion, sexual orientation, origin.

Main D&I activities and results
In July 2023 the third collaboration agreement was signed between Confindustria Brescia, the Brescian Penal Institutes and the Brescia Surveillance Court, aimed at strengthening social reintegration initiatives for prisoners.

The agreement previously signed in 2022 finalized the qualification of 15 prisoners to drive forklifts and the start of a social reintegration internship, currently underway. Today’s agreement - which will last for two years - is based on the good results of the previous ones and focuses on work training initiatives in prison, on the launch of social reintegration internships and on strengthening the dialogue between prisons and businesses.

In this new phase, important innovations in terms of digital work stand out: to respond to the needs of the market, specific courses will be launched to allow prisoners to acquire IT skills.

In particular, Confindustria Brescia undertakes to:
• carry out a training course in prison using the training structures of the Confindustria’s Foundation
• sensitize its members to host orientation, training and insertion/reintegration internships
• develop projects in the field of training and digital work with the implementation of courses developed in collaboration with industry experts
• sensitize member companies to donate basic necessities for the inmates of Brescia prisons
COMPANY PROFILE

The Melinda Consortium is one of Italy’s most important apple producers. 400 thousand tons of specimens are harvested each year in Trentino, accounting for about 20 percent of national production. The company represents 4,000 small farms that are consortium members in 16 cooperatives.

D&I Commitment

Thousands of farmers, dozens of businesses but, above all, an entire community involved in the celebration of a true identity ritual. The apple harvest starts every year from August to October in Trentino and involves between 7,000 and 10,000 seasonal workers, 90 percent of them from abroad, welcomed in our Valleys and regularly hired.

Main D&I activities and results

Ninety percent of the seasonal workers employed by Melinda in tree pruning and apple picking are foreigners. These workers, between 7,000 and 10,000 people, come mainly from Eastern Europe, (Romania, Poland and Slovakia) and Africa (Senegal). Forty-four percent of them are under the age of 30; female workers make up 20 percent.

These workers are considered vital to the economy. During their stay they are hosted by the fruit producers and their families who have arranged to accommodate them in their own homes. In this way, working side by side, living close to each other, sitting at the same table, they create relationships that are consolidated year after year with mutual familiarity and long-lasting collaborations.

This is an example of successful integration based on such essentials as the availability of decent and familiar housing, adequate and guaranteed working conditions, and strong relationships based on mutual respect.

melinda.it

Diversity & Inclusion Focus
COMPANY PROFILE

Danone is a multinational company that operates in a wide variety of categories: from dairy to plant-based products, from formulated infant formula and specific baby food for weaning, to innovative nutritional solutions of pediatric and adult patients. Globally, Danone also has the “waters” business.

D&I Commitment

At Danone Italia we have been committed since 2011 to projects that support families, because we strongly believe that maternity, paternity and caring for the most fragile can boost the energy, creativity, empathic and organizational skills of our people, and can therefore be a key value for the growth of the entire organization.

Main D&I activities and results

Since 2011, we have been working to ensure equal opportunities for all people within Danone. We have created a parental policy and a caregiver policy that are based on four fundamental pillars:

• the cultural pillar, which is realized through education
• the psychological pillar, which is realized by listening
• the organizational pillar, which is realized through flexibility
• the economic pillar, which is realized through concreteness

Over time, in fact, we have tried to guarantee more and more services and time for parents and caregivers, introducing complete hourly flexibility, economic aid through Welfare, benefits and family leave, listening services and training courses, which bring out the unique value of each person and demonstrate how caring activities are life Masters.

In 2023 we achieved the Gender Equality Certification (UNI/PdR 125:2022) and every year we achieve excellent economic and social results; in 2022, 100% of mothers came back after maternity leave and 100% of fathers took the 20 days of paid leave (compared to the 10 days required by law); the internal birth rate is positive (in 2022 at +8%) which is higher than the national figure (2.7% given by ISTAT), promotions of women in 2022 (also back from maternity leave) are 14%.
D&I Commitment
DNV’s commitment to diversity and inclusion is both an ethical choice and a business decision. DNV has employees from 115 nationalities working in 100 countries. We see diversity and inclusion within our workforce as a way of delivering excellence, and we recruit the best people regardless of their background. We seek diversity and inclusion at all levels of our company in terms of age, gender, nationality, experience and mindset.

Main D&I activities and results
DEI is one of People Strategy pillars of in DNV. Identify DEI ambassadors to support local initiatives was set as an action, together with progressively reducing gender pay gaps and raise awareness on DEI.

In September 22 a DEI initiative – “Business Assurance DEI Ambassadors” was launched. People wishing to drive this change posted their nomination and, through a selection process, a team of 22 Ambassadors was nominated: people from different geographies and ethnicities, gender and age groups. Three Italian colleagues were selected. The network of volunteers works as the extension of DNV’s Global DEI vision, to a positive buzz around DEI, to create an environment where employees feel a sense of belonging. These are the main projects:

- Communication: working on awareness on DEI Days / Stories such as the International Women’s Day or the Pride celebration
- Employee Resource Groups (ERGs), such as ERG ‘Young professionals’ ERG and ERG for ‘Building an Inclusive culture’
- ISO 30415: engaging a training design/vendor to produce training package
- Inclusion & Belonging: building an ‘Inclusive’ culture for all colleagues in Business Assurance

This is our journey so far. Last 2023 Quarter has just started and all 4 groups will soon meet to share updates and next steps.
COMPANY PROFILE
Edenred is a leader in the employee benefits, offering its clients digital solutions to improve the quality of life and well-being of people at work, including lunch breaks, free time, personal care and sustainable mobility.

D&I Commitment
Edenred is committed to valuing diversity and fostering inclusion. In particular, the company is committed to supporting gender diversity by ensuring equal participation of women in top management (>50%) and supporting tools for women’s empowerment such as dedicated mentoring paths for female colleagues, parenting support, welfare services and flexibility. In course of 2023 Edenred will broaden the spectrum of D&I.

Main D&I activities and results
As of July 19, 2023, Edenred Italia has 58% female participation in Top Management, has achieved IDEM’s Gender Equality certification and is completing the process to obtain UNI/PdR 125:2022 certification.

Currently, Edenred Italia is completing the process of joining Parks - Liberi e Uguali for the promotion of diversity and inclusion with a particular focus on the LGBTQ+ community.

In addition, Edenred Italia is finalizing a document to be signed by the head-hunting companies with which it collaborates, calling for decisions in the scouting and selection phases to be made solely on the basis of the person’s skills, experience and professional potential and not subject to bias of any kind.
COMPANY PROFILE

The Enel Group is a multinational company which was founded in Italy, where we have gained substantial experience in the world of renewables, innovation, and social responsibility. In 60 years, we have grown and taken our business to 30 countries. Today we find ourselves at the dawning of a new era of sustainable and open energy that can improve the lives of everyone.

D&I Commitment

In Enel, inclusion means enhancing and expressing the unique mix of talents, skills, aptitudes, visible and invisible aspects of each person, so as to ensure well-being and motivation. This path starts with the publication of the Human Rights Policy and is followed by the adoption of the seven principles of the WEP and the publication of the Diversity and Inclusion Policy, which makes explicit the principles of non-discrimination, equal opportunities, dignity and work-life balance.

Main D&I activities and results

Enel is committed to ensuring the full inclusion of every person. Particular attention is dedicated to the intergenerational dimension, a strategic lever for value creation.

The Intergenerational Program is a global initiative based on different strategic lines:

- encourage intergenerational collaboration in teams through webinars and team building
- support a bias-free culture against age-related prejudices through Mandatory bias courses
- design upskilling and reskilling courses adopting a “Train the trainer” approach
- facilitate a sustainable approach to work-life balance implementing various initiatives and services

In Italy Enel launched an awareness-raising campaign on intergenerational dimension, starting with the use of a consciously inclusive language that considers the 4 generations present in our company. The first focus is related on the innovative concept of age-gender intersectionality through webinars titled “Are We Different People? More. We are intersectional!” These webinars address different social identities and self-sabotage of senior women, aiming to move beyond prejudices, both conscious and unconscious.
Eni is an integrated energy company with over 30,000 employees in 62 countries worldwide. The Company launched a new strategy in 2020, which it accelerated in subsequent years, with the aim of achieving the target of zero net emissions by 2050 and providing a variety of fully decarbonised products.

D&I Commitment
Eni’s approach to Diversity & Inclusion is based on the fundamental principles of non-discrimination and equal opportunities and on the active commitment to promote and ensure a working environment where personal and cultural diversity is considered a source of mutual enrichment and an indispensable element of business sustainability. Eni ensures that all its people are treated fairly regardless of any differences in gender, nationality, sexual orientation, physical abilities and age.

Main D&I activities and results
In 2022, Eni implemented a D&I Action Plan identified as a priority, aimed at developing an inclusive mindset and enhancing specific uniqueness targets across all diversity dimensions. For the purposes of this document, a case-study on Eni’s implementation of the United Nations Women’s Empowerment Principles (WEPs) is provided.

Following to its adhesion to the WEPs in 2021, Eni initiated a self-assessment of its performance based on the Gender Gap Analysis Tool. This process was a powerful enabler for adopting a cross-cutting Action plan. The WEPs Gap-Analysis Tool - which constituted the backbone of the exercise - was supplemented with additional questions (around 70) whose selection was carried out according to a risk-based approach. A wide range of departments (i.e.: the HR, HSE, Security, Sustainability, Logistics Departments, Internal Audit and Compliance) was engaged from the very first stages of the process, resulting in the execution of more than 30 interviews (involving around 20 departments and over 80 people). The GAT platform allowed to represent strengths and areas for improvement with a strong focus on metrics as a pre-condition for promoting measurable change.

Eni voluntarily disclosed its position as Achiever in Eni for 2022. In 2023 an Action Plan was approved including more than 70 actions whose ownership is distributed across more 20 functions.
COMPANY PROFILE

EY aims to build a better working world, helping to create long-term value for clients, people and society. Working across assurance, consulting, law, strategy, tax and transactions, EY teams help clients grow, transform and operate, finding new answers for the complex issues facing our world today.

D&I Commitment

We are committed to building a better working world fostering respect, inclusion, awareness on biases, valuing uniqueness and giving all people the opportunity to be fully themselves, while achieving their inner purpose. We spread a culture of inclusion both internally and externally, involving our clients, institutions and stakeholders. This underpins DE&I and supports our business, generates a sense of belonging, involvement and pride among all EY population and creates trust among our clients.

Main D&I activities and results

EY DE&I strategy includes a multidimensional approach.

Commitment on Gender equity through the following initiatives:

- balanced hiring index (in 2022 we hired more than 3000 people, 52% of which were women)
- we always monitor and guarantee proportional promotion between man and women - not less than 30% of women partner promotion commitment
- mentoring and sponsorship programs (involving all the leadership team and the country managing partner in the projects)
- zero gender pay gap target (in 2023 the percentage is below 1% differential)
- new parental policies (extension of paternity leave to 10 days more than what required by law; extension of parental bonus from 3.500 to 4.500 euros for caring expenses; dedicated platform with all services related to parenthood; training path to certify competences achieved when taking care of someone; buddy to facilitate coming back from maternity leave; milk room; family event “Bring Your Kids at EY”)

Policy against harassment, discrimination and bullism.

DE&I policy.

Creation of affinity groups on different DE&I dimensions: People with disabilities (DiversAbility) 80 members; LGBTQI+ (Unity network) 450 members; Cultural Diversity (Minds from the Globe) 200 members; Different generations (Young Leadership Board) 50 members; Women and allies network (WANI and You Movement) 200 members; connection with the ERGs from the other countries in Europe West to create a synergic action; EY achieved DE&I certification (ISO 30415) and Gender Certification (PDR 125).
COMPANY PROFILE

Connecting people with goods, services and ideas creates opportunities and improves lives. Present in Italy for over 35 years, FedEx Express provides rapid, reliable, time-definite delivery to more than 220 countries and territories, connecting markets that comprise more than 99% of the world’s GDP.

D&I Commitment
At FedEx, we embrace Diversity, Equity and Inclusion (DEI) as an embedded and integral part of our business strategy and culture. In our vision of giving back to the communities we serve, we have a long-term partnership with Fondazione Sodalitas, supporting DEI programs like Deploy your Talents and STEM by ME, which are focused on promoting equality among young people. FedEx Express Italy is a signatory of the Italian Diversity Charter.

Main D&I activities and results
FedEx Express Italy, as a signatory of the Diversity Charter, announced in April 2023 the expansion of a process initiated in 2021 that involves the use of direct hires for operations handling rather than external suppliers, a model that FedEx pioneered and is now a benchmark in the country. This extension will lead to more than 1000 newly created insourced positions by 2024.

In terms of DEI, this project is providing unique opportunities to enrich the company’s workforce, hiring workers from 39 different nationalities, speaking seven different languages, and belonging to six different age groups. The opening of our new Road Hub in Novara, which took place in May 2023, the largest in Europe, is a milestone from this project and it’s a testament to the commitment to a diverse workforce as well: 42 nationalities, gender balance (to date 33% of the workforce is female with a target of at least 40%), with a range of different generations represented.

These milestones were shared through various initiatives to inspire internal and external stakeholders during the 2023 edition of the EU Diversity Month, like the opening ceremony of the new hub, along with our participation on Fondazione Sodalitas’ projects, such as Deploy your Talents and STEM by ME.
COMPANY PROFILE

The Feralpi Group was founded in 1968, rooted in the motto of its founder, Carlo Nicola Pasini, ‘producing and growing with respect for human beings and the environment’. With over 1,800 employees internationally, Feralpi is active in the construction and special steel sector.

D&I Commitment

The Feralpi Group’s D&I commitment is rooted in its dedicated policy, which focuses on four specific areas of action:

• global culture (valuing people for their different cultural and ethnic backgrounds)
• gender balance (valuing gender differences within a historically male-dominated compartment)
• inclusive leadership (embracing a team’s differences)
• collective responsibility (values of inclusion shared also with external stakeholders)

Main D&I activities and results

Numerous projects have started in the D&I area within the Feralpi Group. First of all, a group of Ambassadors has been active since 2021, with about 25 members representing all Group companies.

With fixed appointments twice a year in presence, these people have been trained on the main aspects of an inclusive culture and are gradually tasked with bringing these values within the organization, extending the parent company’s projects to the other sites.

The D&I activities were then taken over by a dedicated function (DEI & Welfare management) reporting to the CSR and HR managers. Significant projects are identified within the Feralpi Group’s D&I path. In the area of inclusive leadership, it is training for the entire company population using an innovative engaging method.

In the area of gender balance, we supported some parenting measures and hourly flexibility. Particularly, we focused on an innovative project in manufacturing that brings female labor into the heart of steel production. Launched in January 2023, with the inclusion of the first female colleagues, the project has affected numerous internal and external stakeholders in the process of cultural change in the organization. This project is a strategic step for the D&I development within the Group, as a business and competitiveness lever.
COMPANY PROFILE

Gedeon Richter Italia, a Hungarian based multinational pharmaceutical company, is committed to satisfying all needs related to women's health and well-being to accompany them through all stages of their lives, from adolescence to adulthood to maturity.

gedeonrichter.it

D&I Commitment
GRITness4All is our CSR journey that involves everyone in the company, inspired by the 17 Sustainable Development Goals (SDGs) of the UN 2030 Agenda. We promote women’s health and well-being through women’s empowerment, culture and education. These are the goals that drive us every day to leave our positive impact on the world and contribute to a more equitable and inclusive society.

Main D&I activities and results
We set up partnerships with associations and promote projects to foster equal opportunities and social inclusion for women of all ages, enhancing their attitudes, talents and aspirations, and develop initiatives to raise awareness about women’s wellbeing and health.

A recent example is the creation of an illustrated book to help children in the difficult process of growing up, stimulating a dialogue regarding the changes that characterize this transitional age, and therefore their acknowledgement as a prerequisite for counteracting and discouraging stereotypes from settling at this age.

We support children towards a new awareness and help them to get to know and accept themselves and to understand their relationships with their peers beyond stereotypes and the judgement of others. We talked about this at a round table with specially heterogeneous experts: it is a topic that unfortunately still proves to be very topical and needs to be discussed.

Diversity & Inclusion Focus
COMPANY PROFILE

GFT is a digital transformation pioneer that develops sustainable solutions based on new technologies including artificial intelligence and blockchain/DLT. Services range from core system modernisation and migration to open cloud platforms, as well as the introduction of carbon conscious coding.

gft.com/it/it

D&I Commitment
At GFT, diversity, equality, and inclusion are at the core of who we are. Ensuring a strictly non discriminating working environment for all communities is one of the main pillars of our diversity strategy, based on our core values and inclusive culture. GFT group is a signatory of the UN Global Compact and the Italian Diversity Charter and in 2020, we embedded the UN SDGs into the company CSR strategy, further establishing DE&I as a foundational pillar of our sustainable business approach.

Main D&I activities and results
Grow tech talent is one of our sustainability project, addressing the goal to create an inclusive and diverse corporate culture worldwide. For this, we are currently developing KPIs for SDG 4, SDG 5, SDG 10, SDG 8 and SDG 12. Between 2022 and 2023, we accompanied more than 2000 students in Italy, bringing them closer to technology and job opportunities in the industry. We have also employed around 60 new graduates or unemployed people, to whom we taught the basics of computer programming in our Tech Academies (50% women).

Women Tech Mentoring Program: a mentoring program developed to help GFT tech women to thrive in tech gaining visibility, creating community and improving personal brand. 25 women involved. The Objectives are:
- give visibility and promote female technology talent
- remove gender stereotypes, promote women participation in IT sector
- reduce barriers
- create community

Disability Project: the review of our processes in order to make all our projects, courses, offices and initiatives accessible to people with disabilities. We are also a sponsor of a Paralympic Hockey team.

LGTBQ+ welcome office: all our offices have been transformed in order to respect all genders. We use gender-neutral language and have created an extra gender-free toilet, so that LGTBQ+ colleagues are not restricted to accessing services for women or men only. 25 colleagues in 7 different offices declared that they belong to the LGTBQ+ community.
COMPANY PROFILE

Gi Group Holding is among the world’s leading companies providing services for the evolution of the labour market, by creating sustainable social and economic value, building an enjoyable work environment and changing people’s lives.

D&I Commitment
Gi Group Holding aims to pursue purposes for the benefit of workers, the community and institutions, by promoting, among other things:
• the correct balance between professional and extra professional life of Employees, Candidates and Workers
• the development of initiatives and tools that build a more safe, non-discriminatory, inclusive world of work, in which equity and meritocracy are guaranteed
• the dissemination of a culture of “Sustainable Work” for people, organizations, and society

Main D&I activities and results
Women4 is the project, powered by Gi Group, created to disseminate and promote Sustainable Work by fostering women’s employability in male-dominated sectors creating professional opportunities for women, debunking clichés and stereotypes in the world of work, and creating training and growth paths for female workers together with companies and institutions.

2021-2022 main activities and results:
• 12 partners
• the digital platform dedicated to the project was enriched with data, multimedia contributions, interactive tests and job opportunities (more than 30,000 visits to the site)
• the first electrical wiring and testing workers Academy 100% Employability aimed at mothers and new mothers (8 women placed with permanent contracts)
• STEM IN PINK, a series of four meetings in collaboration with Confindustria Bergamo and the Bergamo Territorial School Office to bring students, schools and families closer to STEM subjects and encourage girls’ orientation toward degree and/or post-diploma paths in Science, Technology, Engineering and Mathematics
• together with Fondazione Gi Group, the study “Women4: Overcoming Gender Disparities for a Sustainable Future of Work” was carried out with the aim of understanding identifying and overcoming some of the critical issues that characterize women’s access to and permanence in the labor market in sectors such as ICT, Mechanics and Logistics
COMPANY PROFILE

Founded in Florence, Italy, in 1921, Gucci is one of the world’s leading luxury brands and is part of the Kering Group, which oversees a portfolio of prestigious fashion, leather goods, jewelry, and eyewear Houses.

equilibrium.gucci.com

D&I Commitment

Gucci champions diversity, equity, and inclusion in all its forms so that everyone is valued and treated equitably. The strategic action plan for gender parity is led by a global equity board and gender parity steering committee. Alongside senior company leaders and external advisors, this board is committed to shaping Gucci’s vision and setting priorities for DE&I. It is supported by a DE&I committee made up of representatives from various regions and functions.

Main D&I activities and results

In July 2023, Gucci reached a significant landmark in its unwavering dedication to promoting gender parity, becoming the first Italian luxury House to obtain, on a voluntary base, the Gender Equality Certification, introduced by the National Recovery and Resilience Plan (Piano Nazionale di Ripresa e Resilienza, PNRR) of the Italian government.

The audit process conducted by Bureau Veritas to obtain the certification was based on the following six indicators:

- **Culture and Strategy**: three-year strategic plan to implement innovative actions to support diversity
- **Governance**: a robust action plan to progressively increase diversity and inclusion within the workforce, with a focus on supporting female leadership
- **HR Processes**: procedures that ensure respect for gender equality in the selection, recruitment, career management, pay equity, and internal mobility processes
- **Growth and Inclusion**: talent valorization paths to ensure growth opportunities; training plans to raise awareness of diversity and inclusion at all levels
- **Gender Pay Equity**: global scale pay equity analysis to close the gender pay gap by 2025 for equivalent positions within the organization
- **Parenting and Work-Life Balance**: hybrid working models; 14 weeks of fully paid leave for parents and coaching programs for new parents
COMPANY PROFILE

Hogan Lovells opened in Italy in 2000 and counts over 140 lawyers in Milan and Rome. Our Italian practice combines local expertise with an international outlook to provide unparalleled assistance to both domestic and international clients on their cross-border and Italian disputes and transactions.

D&I Commitment

Our commitment to delivering on DEI is a strategic priority for the firm. Our DEI Italian team focuses on a multi-faceted approach to our DEI goals and objectives implementing training, events, and any type of internal and external activity related to inclusion. In 2021, the firm introduced a policy to ensure that underrepresented lawyers are credited for disproportionately undertaking DEI activities that benefit the firm, and to incentivize all our lawyers to undertake DEI activities.

Main D&I activities and results

- we have been one of the first law firms in Italy to have an ERG dedicated to LGBT+ community: Pride+. We launched this global initiative in 2017 but our country is still active with a number of initiatives for internal and external audiences, while Andrea Atteritano is the Diversity Champion for Italy and co-chair for Europe of Pride+ (the firm’s ERG for LGBTQ+ and allies)

- we are among the founders of the new organisation with the aim of creating a diverse supplier culture: Associazione ForAll. In this way we support a cultural shift in supply chain management promoting the value of inclusion and fairness

- the Italian office is active member of DEI Italian associations such as Parks and Edge (LGBT+), PWN and Club30% (Gender equality). Our labour law team was among the first to deal with issues such as discrimination in its various forms, equal opportunities and harassment at work, both by assisting its clients on these issues and by organising training for clients
COMPANY PROFILE

Continuing the family business (Est. 1920) I.CO.P. SpA Benefit Corporation is a leading company in the construction industry (microtunnelling, special foundation and maritime works). ICOP operates at an international level, with the most advanced techniques and technologies and the most innovative IT tools.

D&I Commitment
Since 2009, ICOP’s SA8000 certification has been a testament to the Company commitment to fostering an inclusive workplace through ongoing vigilance and objective benchmarks. ICOP drives gender equality initiatives, advocating equal leadership and adhering to D&I standards. By promoting women’s empowerment and parity, the Company embraces the Women’s Empowerment Principles (WEPs), recognizing their significance in advancing gender equality within and beyond its organization.

Main D&I activities and results
ICOP has always been concerned with the needs of its staff, including everything related to gender equality, diversity understood as a resource, the inclusion of individuals with fragility and the fight against all forms of discrimination. Working in this perspective, I.CO.P. S.p.A. Benefit Company has decided to strengthen the implementation of its Integrated Quality System by including indicators that monitor ongoing activities and environment from an objective point of view, regarding inclusiveness and Gender Equality in the company. Such monitoring activities are meant to lead to timely intervention, should the need arise.

Furthermore, to ensure that there are no incidents of discrimination in any way, an in-house Diversity and Inclusion Committee has been created to monitor and supervise the Company’s activities at all levels. Redefining Company processes under this perspective has led I.CO.P. S.p.A. Benefit Company to obtain two important certifications, ISO30415:2021 and UNI/PdR 125:2022, which are the tools that allow the Company to demonstrate its ability to operate in a more inclusive and less discriminatory work environment. The path leading to these certifications has also allowed ICOP to track elements related to diversity and inclusion through specific KPIs and to adopt continuous improvement plans.
COMPANY PROFILE

We are the leading Italian player in Out Of Home Communication for market share, offering range and extent, and for knowhow in exploiting public spaces and services. We offer extended experience within the Out of Home and Digital Out of Home industry, always complying with the latest innovation.

D&I Commitment
Develop a culture of equity, inclusion, engagement and respect among People and in our organizational process following our Gender Balance, Diversity & Inclusion Corporate Guide. The mixing of cultures and any form of diversity is an opportunity for our Company. It is a performance and innovation driver and a requirement to attract and retain talents. Respect for the values of non-discrimination is an integral part for Corporate International Charter of Fundamental Social Values, in which the Group commits to respecting the International Labour Organization’s (ILO) Fundamental Conventions on non-discrimination and compensation equality.

Main D&I activities and results
Not discriminatory recruitment
- analysis of the profiles to be selected (define job description and job profile with the managers)
- use different channels for the recruiting process
- HR and technical interviews
- evaluation of candidates shared with managers
- present at least one female candidate on the shortlist for managerial positions

Inclusion & training
- 30% women in managerial positions
- favour internal mobility with the applications using the same mechanism of external recruitment
- mandatory training at JCDecaux corporate platform for all employees about Social Values:
  - Fighting harassment
  - Gender Balance
  - Ethical principles

Collaboration, engagement & sense of belonging
- internal climate survey
- team building activities to promote a positive corporate climate, knowledge and collaboration between colleagues working in different departments
- conventions and corporate events to promote inclusion, engagement and sense of belonging
- internal event “breakfast with Managing Director” to inform employees about the Company’s objectives, strategy, results, stories and promote knowledge among People
- promotion and actions in favour of causes of general interest (environment, diversity, inclusion)
COMPANY PROFILE

The Intesa Sanpaolo Group is one of the top banking groups in Europe. The Group offers its services in Italy to 13.6 million customers through a network of approximately 3,500 branches and has a strategic international presence in Central Eastern Europe and Middle Eastern and North African.

group.intesasanpaolo.com

D&I Commitment

For years, Intesa Sanpaolo has been committed to enhancing diversity and promoting inclusion, essential for its growth and for its stakeholders (employees, suppliers, communities and the marketplace).

In particular, Intesa Sanpaolo developed a set of dedicated programs:

- for its employees, to guarantee the dissemination of the culture of inclusion and combat all forms of discrimination
- for communities, to promote social inclusion and youth education and reduce economic inequalities

Main D&I activities and results

Our Diversity And Inclusion strategy applies inside and outside the Group.

Inside:

- our D&I Principles feature targets for equity within hirings and promotions
- our 2022-2025 plan features gender equity targets on high-level promotions
- rules for combating sexual harassment and mandatory training course for all employees
- projects to foster female talent: Female Leadership Acceleration and Female Empowerment programs
- Ca100 employees certified as “Diversity Managers”
- ISPROUD: our first ERG dedicated to LGBTQ+ inclusion welcomes more than 800 colleagues
- parenthood: program to accompany parents during absence, courses on gender stereotypes, initiatives fostering work-life balance

Outside:

- initiatives in schools for awareness on gender biases affecting career choices: sponsorship of STEM scholarship for women
- female entrepreneurship: sponsorship of Women Value Company award, addressed to women-led SMEs; loans for female entrepreneurs and working mothers
- Helping the Helpers: support in favor of new vulnerabilities for elderly and young people to overcome social isolation
- WeBecome Educational Programs a free platform to promote children inclusion
- Educational Program for children aged 0-3 years, who are long-term patients in cancer wards
- free nursery schooling to overcome the hospital’s isolation

Diversity & Inclusion Focus
COMPANY PROFILE

Lexmark creates cloud-enabled imaging and IoT technologies that help customers in more than 170 countries worldwide quickly realize business outcomes. We are a global leader in innovative imaging and output technology. Sustainability is integrated across all business areas and in all levels of the company.

lexmark.com

D&I Commitment

As a global company, Lexmark’s goal is to have a highly diverse and vibrant workplace that understands and is responsive to the needs of our employees, customers and partners around the world. We are proactive in making our workplace one that is inclusive and allowing each employee the opportunity to bring their complete self to work. Lexmark’s diversity, equity and inclusion (DEI) efforts are supported by a Diversity Advisory Council and Diversity Network Groups (DNGs).

Main D&I activities and results

Lexmark began implementing a Diversity, Equity and Inclusion (DEI) strategic plan in 2021, including DEI goals and defined actions the organization will take to achieve them:

• Ensure Leadership Commitment – Leaders should demonstrate commitment and accountability for modeling behavior that advances DEI
• Cultivate and Support an Inclusive Culture – Grow and promote an inclusive culture that maximizes the talent, skills and diversity within the Lexmark community leading to authentic, empowered participation and a true sense of belonging
• Build and Maintain a Diverse Workforce – Identify, attract, and retain a pipeline of diverse and qualified candidates with a wealth of experience and talent through targeted outreach, recruitment and selection

As a continued commitment to a workforce that represents our global communities, we have set several diverse workforce goals to achieve by 2030 thanks to the contribution of each entity working in partnership with the others. In 2022 Lexmark International, in line with the DEI strategic plan, achieved results including: 41% women of total employees, 41% women managers, 26% senior managers, 30% directors, 38% senior vice president, 96% of employees say people at this organization treat each other with dignity and respect, 94% of employees say they would recommend Lexmark as an inclusive place to work.
COMPANY PROFILE

Consulting agency specialized in brand positioning, strategic communication and development of sustainability paths. It supports companies and organizations in addressing reputational and sustainable development challenges by activating impact measurement processes.

mediatyche.it

D&I Commitment
As a founding member of Laboratorio Adolescenza – a non-profit association - Mediatyche is able to build CSR projects for schools by directly involving companies. Many of the projects we develop aim to promote the creation of environments where all people can feel free to be themselves - without fear of discrimination or prejudice and are actively involved - and where diversity is appreciated and welcomed as a value.

As a B Corp, Mediatyche participated in the Project: Towards Gender Equality, whose aim is to break the D&I Bias and help companies integrate the inclusion.

Main D&I activities and results
With Laboratorio Adolescenza – a case study

The project “Together Against Cyberbullying” is an initiative promoted by Mediatyche SB together with Laboratorio Adolescenza - a non-profit association - on behalf of D-Link - a company specialized in network and connectivity technologies - to raise awareness among young people about the dangers of cyberbullying.

In order to combat this form of discrimination and online violence, we actively involved the students of two schools in Milan and, in collaboration with industry experts, psychologists and communicators, we asked them to create educational video campaigns that would be disseminated in all public schools, in a peer-to-peer approach for greater effectiveness of the message. The campaign was sent to 8,450 Middle Schools (11-14 years old).

With the B Corp group – Towards Gender Equality

Towards Gender Equality is a guide by the B Corp Gender Equality Working Group; the guide is the result of the shared work of all the B Corp members of the Gender Equality working group of #UnlockTheChange 2022 of which Mediatyche is also a member. The aim of the work is to systematize and make available best practices and methodologies for managers, decision-makers and professionals who want to structure an action plan to promote cultural change in their organization to ensure inclusive management of their people, but do not know where to start.
COMPANY PROFILE

Mitsubishi Electric is world leader in the production, marketing and sales of electrical and electronic equipment. The Italian branch operates with 3 business units: Air Conditioning, Factory Automation and Mechatronics, Automotive.

D&I Commitment
At Mitsubishi Electric, we constantly pay attention to people and their living and working environment, convinced that company’s growth cannot be separated from the enhancement of diversity, equity and inclusion. For several years, the Italian branch has launched a wide-ranging CSR program, focused on fighting social marginalization and gender diversity, for a more supportive and inclusive future.

Main D&I activities and results
We are involved in the promotion and development of numerous D&I initiatives that include projects in different areas (both locally and nationally).

Special Olympics Italy is one of them: an international program of sports training and athletic competitions for children and adults with intellectual disabilities, driven by the certainty that sport is an important tool to raise awareness, spread and support integration. The partnership with Special Olympics began in 2010 and is carried out both through sponsorship of special initiatives and through the contribution of volunteer colleagues who, at local and national sports events, support and encourage athletes during competitions.

In 2023, during the Special Olympics World Games in Berlin, Mitsubishi Electric joined the ‘Adopt a Champion®’ campaign created with the aim of supporting the athletes’ travel costs, enabling them to wear the Italian national shirt, develop autonomy and overcome their limits. Antonello, Daniele, Martina and Simone are the athletes ‘adopted’ by our company who competed in their own disciplines. An initiative that is an expression of our corporate philosophy that believes in respecting every individual and every ability and recognizes the importance of supporting integration by valuing diversity.
COMPANY PROFILE

Nespresso is the pioneer and reference for highest-quality portioned coffee. In Italy, the B Corp™ and Benefit Company, has a presence of more than 70 Boutiques and, with “Nespresso per l’Italia” Program aims to support the environmental, social and cultural Italian heritage.

D&I Commitment
We believe that there is still too much discrimination in the world, and this prevents everyone from having the same opportunities. For this reason, we have taken actions to redefine the world around us and make our company fit for everyone. These actions, put in place every day inside and outside our company, are collected in our Manifesto for gender equality and beyond, our concrete way of creating a positive impact for the benefit of the society we live in.

Main D&I activities and results
Nespresso has always carried out its commitment to inclusion and gender equality, aiming to generate a positive impact on the society we live in. We have collected all the concrete actions we put in place daily in our Manifesto for gender equality and beyond.

In particular, this Manifesto synthesizes eight core pillars of our approach:
• 50% of our managers are women
• 0 gender and pay gap among our people
• we select suppliers who respect gender equality principles
• we help to rebalance the unequal distribution of family responsibilities with Baby Leave, a 3-month paid leave for working fathers or second caregivers
• we use inclusive language to make everyone feel seen and heard
• we do not participate at manel or male-dominated panels
• we are committed to inclusive hiring to increase representation at Nespresso
• we do not think in binary terms. We have implemented new policies that allow our people to identify beyond male or female

Our Manifesto reminds us of the things we stand for and how we can all start to change our world day by day.
COMPANY PROFILE

Nestlé Group, present in 187 countries with +2,000 brands, is the world’s leading food company, active since 1866 in the production and distribution of products for People’s Nutrition, Health and Wellness. The company operates in Italy in 9 categories with a portfolio of numerous brands.

D&I Commitment

Nestlé’s aim is to create a workplace where everyone can feel included and able to bring their whole selves to work. This commitment starts at recruitment and continues to the end of the working relationship. Our D&I plan provides equal opportunities for everyone and especially for women, people with disabilities and LGBTQI+ community, to contribute, grow and feel valued. In 2023 Nestlé Italy received the DE&I Award for our commitment and contribution to the inclusion of people with disabilities.

Main D&I activities and results

Nestlé Italy is proud of the initiatives supporting parents such as the initiative “90 Giorni”, a summer camp at Milan HQ and at our factories for employees’ kids, and Nestlé Baby Leave. For us, the parenting experience has a great value. Being able to enjoy this experience is enriching from a human point of view and provides skills which can be transferred to professional life.

Moreover, today, fathers wish to play a larger role in raising and educating their children, sharing the experience with their partners. For this reason, in Italy, in 2022 we have decided to include in our parental policy the “Nestlé Baby Leave” which allows second caregiver (i.e. new fathers) to exploit a 100% paid leave up to 12 consecutive weeks within 6 months from birth or adoption of a child, in addition to what is provided for by the Law for mothers or for the 1st Caregiver.

This policy is revolutionary because it goes beyond the measure established by Italian law which provides only 10 days off for working father, aiming to break the stereotypes that still consider the care of sons and daughters an exclusively female responsibility. In fact, it offers a concrete measure to enhance the parenting experience, which must not be one of the causes of the gender gap in employment. In one year, 78% of Nestlé employed new fathers exploited Nestlé Baby Leave, and, among them, 100% would recommend it.
COMPANY PROFILE

OMB S.p.A. Società Benefit is a mechanical company based in Brescia and founded in 1980, operating in the production of valves for gas management (hydrogen, LPG, methane), inserted in the flourishing Automotive sector.

D&I Commitment
What distinguishes us on the territory has always been our values of belonging. Founding values, which permeate the social fabric of which the Company is made up, such as Listening, Attention to the individual and Respect for people and their diversity, which we want to see as an asset, instead of a burden.

Main D&I activities and results
The Aleph project aimed to enhance every single person in the company, giving them the opportunity to have a voice. We installed an internal bulletin board in a central room in the company, then we divided it in half, equipping it with pens and sticky notes in two different colours.

On the one hand, we asked collaborators to report (anonymously) all those phrases, situations, experiences they have undergone or experienced from the outside that concern the issues of exclusion.

Episodes of discrimination, bad or lack of integration, in which their uniqueness was seen in a negative light. On the other hand, however, we have positioned the notes that talk about inclusion, stories of acceptance of the different, the new, welcoming phrases, those situations that create well-being in people.

After about a month and a half, we collected all these experiences, catalogued them in macro-groups and handed them over to an external cooperative, La Nuvola Nel Sacco. They prepared a theatrical workshop in participatory mode based on the material provided, which was therefore fitting on the reality of OMB. Several representatives of the cooperative staged situations recreated along the lines of what was written anonymously by OMB employees, thus asking people to comment and reflect. The goal was to imagine a new vision that considers respect for people in every single aspect.
COMPANY PROFILE

OPRG Italy, one of the most successful agencies, offers its clients services created thanks to the constant search for innovation and a culture based on collaboration between prestigious agencies and brands specialized in reputation management, public affairs, digital, CSR and crisis management.

D&I Commitment

Our purpose and ambition is to help our clients improve their businesses while having a positive impact on the planet (partners, suppliers, communities, employees). This is the founding stone of our agency’s culture. OPRG Italy helps its clients by providing effective and high-impact consultancy on DE&I issues, advising on diversity and inclusion issues but also focusing on the power of equity, helping companies understand the fundamental role of DE&I as an engine of business success.

Main D&I activities and results

We are a proud supporter of Fondazione Piatti, a no-profit working to provide care to people with autism and mental problems. Three years ago we introduced the “shadow board”, a place where our young talents can share views and give recommendations around our agency and its culture. This initiative provided great contents for “OPRG Italy’s Constitution” and is fueled by anyone’s ideas regardless roles or seniority. In 2022 we finalized our internal campaign “Open PRoud Great” focusing on our values and inclusive culture.

In April 2022, we launched the first DE&I research in Italy focused both on general public and professionals. Results were covered by media and gave the chance to share bias and state of play of DE&I culture in the Country. In 2022 we proudly supported (pro-bono) the Italian National Deaf Association to spread the sign language in Italy via earned media and Tik Tok engagement. We had impressive results and we’re awarded several national prizes including ADCI (Italian Art Director Club) and Eurobest.

omnicomprgroup.it

Diversity & Inclusion Focus
COMPANY PROFILE

O-One is the digital branch of Industree Communication Hub. From 1999, it develops creative and innovative solutions for all digital channels to support brand business and communication objectives.

D&I Commitment
The company is committed to D&I for its organisational choices and for monitoring the issue in the contemporary context. Overseeing the communication and marketing area, which is one of the most important strategic areas for brands and companies, places O-One and Industree Communication Hub in the position of privileged observers. During 2022 O-One launched “Digital: feminine, singular.”, a cycle of interviews focused on women and their role in the digital market.

Main D&I activities and results
“Digital: feminine, singular.” highlights what it means for women to work in the digital marketing field and what it’s like to engage and collaborate within a constantly evolving scenario. Starting with the experiences of those who have chosen O-One to work together on the creation of innovative digital and communication marketing projects, the interviews were then opened up to a variety of different participants.

In less than a year, the project has brought together about twenty testimonials and, by the end of 2023, a new edition is going to seek and look into the relationship between the gender gap and the digital divide, shedding light on challenges and opportunities that extend beyond gender differences.

The interviews will no longer feature only voices from the world of enterprises, but will reach out to a broader public, attempting to investigate: instances of excellence in which the female element has brought innovation to the digital sphere; services and projects that seek to battle the digital divide with a focus on the gender issue; the phenomenon of stereotypes that have taken roots in new technologies and in the digital world.

Diversity & Inclusion Focus
COMPANY PROFILE
Pedevilla SpA, from 2021 registered as Benefit Company, is a family owned company that has been operating in the catering business for more than fifty years.

D&I Commitment
Pedevilla Spa – Società Benefit, in 2023 and in collaboration with various associations, started a social inclusion project aimed to the inclusion in the company of people with disabilities of all kinds, promoting equal employment opportunities and valuing diversity.

Main D&I activities and results
We collaborate with various Associations that organize social projects aimed at promoting inclusion:
• Gruppo Asperger Lazio’s Association and Giulia parla Onlus’ Cooperative, deal with advocating, assisting with job placements and training of people with a spectrum of autism
• Disabled Adult Unit ASL Roma 2, deals with people with neuromotor pathologies and neuropsychological disabilities. Their activities promote job placement services oriented towards social integration
• Sant’Egidio’s community, which founded the Social Cooperative Society “Pulcinella – Lavoro”, trains young adults with disabilities to pursue a career in the catering sector. The opportunities we offer involve hiring and training staff to be employed as washers and canteen service attendants. The washer’s tasks are as follows: removing trays from the trolleys; washing dishes, plates, cutlery, pots and pans; ordinary waste disposal; cleaning, tidying and reorganizing workstations at the end of the service. The canteen service attendants are responsible for: portioning and distributing food; loading cutlery, trays, plates, glasses, disposable and single-dose material in the designated areas; cleaning, and reorganizing the premises’ equipment and the company restaurant equipment.

Currently we exceed legal obligations, in terms of staff employed that is part of protected categories.
The activities of Pellegrini Spa can be summarized in the following business sectors: catering (collective and commercial, produced and served on-site or distributed), automatic distribution, cleaning and integrated services, welfare and meal vouchers, food supplies, meat processing industry.

D&I Commitment
Ensuring social inclusion, overcoming diversity, and providing correct career development paths, always paying the right attention to individual needs.

Objectives 2020-2030:
• implementation of processes to define the diversity gap and promotion of actions to reduce it
• implementation of a structured resource training management project and subsequently defining paths for their professional development

Main D&I activities and results
Training activities on the theme of ‘Social Inclusion and Equality’ have been organized for a total of 608 hours of training for 152 collaborators; towards the end of 2022, we initiated a path with the aim of obtaining the new UNI/PdR 125:2022.

In terms of numerical indicators for 2022, 52% of Pellegrini Spa’s personnel fall into the age group over 50 years, with 77% being women. On the other hand, 6% are under 30 years old, and 41% of the company’s population falls between the ages of 30 and 50.

The company ensures equal opportunities for all its employees and does not tolerate any form of discrimination. New personnel are hired based on objective parameters related to their training, experiences, and abilities in relation to the roles they will be fulfilling. The guiding principles for compensation policies remain consistent and focus on individual, managerial, and technical-professional competencies that employees possess for their job roles. The company is committed to ensuring full pay equity between genders.

Finally, we support and value our employees, promoting female employment, multiculturalism, and the inclusion of personnel from vulnerable groups or protected categories. In 2022, nearly 8% of the Group’s workforce amounted to 648 people in absolute value, coming from non-EU countries, compared to 544 in 2021.
COMPANY PROFILE

Poste Italiane is the largest distribution network of services in Italy, providing logistics, the delivery of couriers and parcels, financial and insurance services, payment systems and telephony playing a leading role in the social, productive and economic fields of the country.

D&I Commitment
Poste Italiane is focused on the promotion of diversities and sustainability in an inclusive and enabling factor for the involvement and engagement of people in the company’s objectives, which creates a competitive advantage for the company and shared social value. Therefore the Group has adopted a code of ethics, together with several policies and guidelines aimed at disseminating and protecting Human Rights.

Main D&I activities and results
The Group has established its guiding principles and values through the elaboration and formalization by the Board of Directors of a Diversity & Inclusion Policy, through which the administrative body defines measurable and multiannual objectives.

In particular, the D&I Policy is based on four pillars: gender, generations, disability/vulnerability and interculturality/inclusive culture and has been developed through a bottom-up process which took into consideration the ideas and needs of the company’s population. Thanks to this process many projects have been proposed on issues such as development and opportunities, open communication, inclusion and care, participation and dialogue, knowledge and awareness.

The Policy is available on the company’s internet website, and it is disseminated through specific e-learning sessions based upon the role and the level of responsibility of the employees.

The main goals achieved are:
• the equal salary certification for the policy of fair pay
• the new policy of parental support
• 46% of the incidence of women among executives
• the certification ISO 30415 “HRM-Diversity & Inclusion”
COMPANY PROFILE

Worldwide leader in the cable industry, is committed to helping our customers achieve sustainable growth through a wide range of services and know-how in the energy and telecom cable systems industry. With sales over €12 billion, and 2,800 employees in Italy across HQ, 7 plants, and 2 R&D centers.

D&I Commitment

Diversity Equity & Inclusion is part of our Social Ambition 2030 and a strategic pillar of our Company culture. We strongly believe that leveraging on diversities means creating more value and we are constantly building a work environment where all our employees can feel understood, respected and included just as they are. Our DE&I Manifesto states: INCLUSION IS AN ASSET; WE FIRMLY BELIEVE IN PEOPLE; GROWTH MEANS COLLABORATION; TECHNOLOGY AS A SUSTAINABLE ENABLER; GOING BEYOND WORDS.

Main D&I activities and results

- trainings: Valore D courses, mentorships, inclusive leadership and training paths on variety of DE&I topics; workshops on parenthood, Women’s Day, Men’s day, Cultural Diversity; cultural and wellbeing awareness comics; anti-harassment; unconscious bias
- welfare: Parenthood services platform; scholarships for students; discounted summer camps; general health screenings and breast cancer screenings for women
- policies: new Parental Policy (5 months of 100% salary for the mother plus 3 months of 100% optional maternity to be used within first 6 years of child’s life, baby bonus of 5,000€, also a back-to-work program); Anti-Harassment Policy; Remote Working Policy; Diversity Recruitment
- physical changes: menstruation products in bathrooms; gender neutral bathrooms; rainbow badge lanyards; prayer room
- community involvement: donations to poor children and families at Christmas; sponsorship of Elle Active Women’s event; volunteering activities for the environment
- programs: STEM IT – 60% of program hiring women in STEM roles
- social ambition targets (public): Women in total workforce; women in white collar roles; women in junior management; women in middle management; women executives; women in top management; women in STEM; women in revenue-generating functions; gender pay gap; minority nationalities in executive roles; volunteering with local community; mentoring of local students
COMPANY PROFILE

QVC® is leader in Vcommerce with TV, e-commerce, TV on demand, digital streaming and social platforms and social channels. It offers products in the home, beauty and fashion categories and accessories. It is part of Qurate Retail Group with a turnover of approx $12 billions web penetration 62%. In Italy since 2010: TV CHs 32 ddt, 475 SKY on demand on QVC+, www.qvc.it.

diversity.qvc.it

D&I Commitment

QVC’s action is based on the global CSR strategy of Qurate Retail Group that aims to inspire a more sustainable way of retailing with a CR strategy based on 3 pillars:

• Planet: protecting the environment through sustainable packaging, energy efficiency and optimized waste management, logistic and shipping
• Product: through responsible product selection
• People: by fostering empowerment and a sense of belonging promoting the DE&I values through fundraising and charitable activities

Main D&I activities and results

Related to the pillar people we launched 3 big projects to leverage on inclusion and evaluate the diversity breaking discrimination and stereotypes.

The first one is for the international women’s day: the campaign was focused on Ageism; we told stories of women who established themselves in something that would be usually not appropriate for their age, because women are not too young or too old to do anything, spreading a message of female empowerment beyond every stereotypes. Press coverage: more than 100 clippings and 5 mln reach. Video views on social media: 130K.

The second one is to celebrate the pride month: we supported the LGBTQ+ community with a brand campaign with a message of freedom beyond prejudices through a powerful gesture: the kiss. A strong video message was live on QVC platforms (TV+ social media) to say that we all can move from words to deeds and stand up for LGBTQ+ rights. Press coverage: more than 120 clippings, Reach 7Mln. We also made a concrete contribute supporting a nonprofit organization that takes care of people who have been discriminated from families after the coming out: we produced a t-shirt as charity item, more than 21K raised.

The third one is named “ISOLA FORMATIVA”, launched with the aim of contributing in training people with disabilities to facilitate their entry into the work world, including 10 people in the company as trainees over the course of 3 years.
COMPANY PROFILE

The Randstad Italia Group is an Employment Agency specialized in research, selection, training and staffing. Randstad’s clients are companies public or private which need to expand or retrain their staff and entrust the selection process or skilling at Randstad.

D&I Commitment
Randstad is committed to combining the diversity of people, what really defines their “uniqueness”, with the building and maintaining a sense of belonging capable, through acceptance, care and sharing, to promote a long-lasting relationship, carrier of professional excellent results. Randstad works every day for create a “healthy” work environment, through its initiatives and does so by following the guidelines of the gender equality certification UNI/PdR 125:2022 and GEEIS - Diversity.

Main D&I activities and results
- Gender Equality Certification to guarantee equal opportunities in the selection, development, salary and parenting processes
- Randstad has developed a project to inform, raise awareness their employees of candidates transgender to avoid discrimination in the selection process
- initiatives to support parenting: Baby Randstad: monthly contribution of 250€ for employees with children attending kindergarten. Grow Up contributed of 1000€ for the first six years of a child’s life. Welcome Back Mum: program to return to the role and career after motherhood. In 2022, 96% of new mothers returned to work after parental leave and 100% is retention rate

Randstad has 50.7% women in Senior Management positions, just as 42.9% of Randstad’s Management Team is made up of female managers. 77% of employees are women.
COMPANY PROFILE

We are an international renewable energy operator, active in the development, design, construction and management of clean energy production plants. We work alongside energy producers and consumers, providing comprehensive, flexible and innovative services along the entire energy value chain.

D&I Commitment

Equal opportunities and enhancing diversity and inclusion are the cornerstones of ensuring that every person experiences personal and professional growth within the company. Our commitment to combating discrimination, racism, sexism and homo/bi/transphobia and creating a more inclusive environment is embodied in our Diversity and Inclusion Policy. It is the foundation that guides all our initiatives and is designed to maintain a gender balance and foster the diversity of our people.

Main D&I activities and results

Our commitment towards gender balance starts from the recruitment process, by making sure 50% of shortlisted candidates are women. Maintaining such figure is also part of the MbO of the CEO, the senior managers and the HR team.

A large portion of our workforce has a technical background (STEM subjects). The STEM sector, renewable energy included, remains a male-dominated environment, so we dedicate resources to supporting young female students through the “CESOP Virtual Job Meeting for STEM Girls”. The purpose of the initiatives is to create meeting opportunities between companies and young STEM graduates.

Our female leaders champion our diversity efforts by taking part in our programme to share women’s leadership stories. With their own personal stories, guests explain their path to leadership and experiences, inspiring and sharing learnings with others.

We lead ongoing initiatives for employees to raise awareness of DEI topics, e.g. our “Talking about D&I” project, a training programme in which employees discuss and debate D&I issues.

Thanks to our membership of Valore D, we offer employees training courses in inclusive organization, corporate welfare and social innovation.

As of 31.12.2022, 50% of our BoD members are women.
COMPANY PROFILE

RINA simplifies complexities with a focus on energy transition, ESG and digitalization. We specialize in testing, inspection, certification, and engineering solutions across many markets, including Marine, Energy and Mobility, Real Estate and Infrastructure, Space and Defense, and Industry 4.0.

D&I Commitment
RINA promotes a culture where people are encouraged to develop new ideas, we care about empowering people, by respecting and embracing their differences. This means celebrating our differences and placing a positive value on diversity in the workplace. We do not tolerate any type of discrimination and promote equity of opportunity at every stage of employment, from the talent acquisition process and the assignment of roles, from performance management and career advancement to fair remuneration.

Main D&I activities and results
Since 2018 RINA’s commitment to DE&I has steadily increased. We have taken many actions and projects to sensitize more and more our people on these topics, just starting from our learning offer.

We published courses on unconscious bias and against harassment in the workplace and dedicated an entire section of our e-learning platform RINA Digital Academy to DE&I. Just to listen to our people coming from a wide range of countries with different cultures, we conducted an Employee Engagement Survey in 2021 to be aware of their perception of DE&I issues. We believe it is fundamental to stimulate and reinforce a listening culture among our managers, and to support them in strengthening their leadership skills.

Diversity, Equity and Inclusion are key concepts in RINA and to set concrete goals, we launched our DE&I Strategic Plan. We aim at encouraging policies to enhance and include differences in the company and to define specific targets to increase women empowerment and reach gender equality. We are working to obtain the Certification on Gender Equality, based on the Italian standard UNI/PdR 125:2022, that provides guidelines on Gender Equality Management System.

A DE&I Steering Committee has been set up within our Company to monitor our KPI, propose improvement actions, raising awareness on DE&I topics abroad and involving all our country clusters to embrace different cultures.
COMPANY PROFILE

Roche finds solutions to diagnose and treat complex diseases. It is present in Pharma, Diagnostics, and Diabetes Care divisions. In 2022, it invested more than 46 million euros in research, and 18,000 patients received breakthrough treatments at no cost to their families or the NHS.

D&I Commitment

Diversity & Inclusion is part of Roche Italia’s DNA. One of the Operating Principles that all the people who are part of the organization are inspired by is “Embrace differences”, with the conviction that the uniqueness of each person is a fundamental driver of innovation, creativity and growth. The path dedicated to D&I takes the form of awareness initiatives and concrete support through the constant proposal of moments of discussion and reflection, benefits and services.

Main D&I activities and results

Roche’s commitment starts from afar; it is a lens through which we look at the organization. The data show this: 51 % women; 53 % middle management; 43 % executives; 42 % part of the Boards; lack of gender pay gap.

We also proposed numerous communication and employee engagement activities: an awareness path on inclusive language that touched on all areas of diversity, from gender to sexual orientation, on Pride Month in June. It also involved the collaboration of the linguist Vera Gheno and Astolfi of Arcigay.

These activities have enriched the certification path undertaken, from signing the Sodalitas Foundation’s Italian Diversity Charter in 2022 to the Winning Women Institute Certification, which recognized excellence in services to support the family unit. Another award that elected Roche as an excellence in the Italian pharmaceutical and diagnostic landscape is the Gender Equality Certification from UNITER.

Roche also launched the D&I Committee in 2023 to raise awareness about equity and inclusion in the corporate population, increase engagement, and foster an inclusive mood that values individual peculiarities and allows people to express themselves freely. Given the high interest in D&I issues, we extended participation in this group to volunteer colleagues.
COMPANY PROFILE

Innovative global healthcare company, driven by one purpose: to chase the miracles of science to improve people’s lives. We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, putting sustainability at the center of our ambitions.

D&I Commitment

The promotion of diversity is one of the fundamental objectives of our Code of Conduct. Our vision is to reflect the diversity of our communities, unleash the full potential of our employees, and transform healthcare to be more inclusive and equitable. DE&I are critical enablers of our strategy and commitment to society. As part of our Corporate Social Responsibility plan, it centers on reinventing how we work and building a more inclusive culture. That’s why we co-created and co-own our DE&I strategy with our employees around 5 different ERGs: Gender, Ability, Pride, Culture & Origins, Generations.

Main D&I activities and results

Many initiatives have been implemented during these years: gender bilingualism training sessions, women empowerment projects, parenting care initiatives and development programs.

We have also launched an intergenerational project and, recently, an awareness program on physical and mental disability. 2022 saw also the birth of the partnership with Milano Pride, which continued in 2023. Sanofi Italy promotes a corporate culture deeply based on respect and enhancement of DE&I.

“We are all different and we are all unique. We all have the right to be represented and to be included”. Here is the sense of our DE&I strategy that guides us in everything we do.

In order to achieve gender equality, we are now certified with reference to the UNI/PdR 125:2022 practice; a recognition of the path that we have been following for years, having already achieved important results such as Pay equity and promotion rate for women, with a plan to ensure women and men are represented equally among our senior leaders by 2025. In addition to having granted supplementary permits in Italy, our global flexible work and 14+ weeks of gender-neutral paid parental leave for all employees help us achieve greater equity.

sanofi.it/it
COMPANY PROFILE

Schindler is a Swiss multinational company, involved in urban mobility. We take care of maintenance, modernization and installation of vertical mobility solutions and with our elevators, escalators and moving walks, we guarantee to our customers a smart experience of urban mobility.

D&I Commitment
End of 2021, Schindler Italy had decided to create a diversity playbook focus on gender balance and integration between generations. Our objective is to increase female presence at all levels in a sector that is traditionally male dominated creating dedicated strategy on hiring and developing but also promoting dialogue between genders. We also want to create opportunities of integration across different generations in our offices to foster an inclusive workforce.

Main D&I activities and results
In September 2022, we piloted “Gender Month” initiative: 30 days to recognize the importance of female equity and increase dialogue across genders. The main event was a best practice sharing panel with key players in the Italian market (ABB, General Electric and Valore D) focus on gender equity. This was the first time that we created a formal space for external and internal dialogue on this topic and we had almost 400 employees joining in person or remote. It is important to notice that over 65% of those attendees were male. This initiative is now a regular event for our company and gave us the opportunity to consolidate our I&D strategy.

In 2023, we decided to strengthen our relationship with Valore D becoming an official member. As part of their membership, we can benefit from learning webinars, mentorship initiatives across companies, training and development path. These initiatives are open not only to women but indeed they are focused to create integration and inclusion between genders while supporting female growth and advancement.

In 2022 we also launched a technical mentorship pilot. Over 15 mentors volunteered to share their knowledge with other colleagues. This initiative has the objective to facilitate Generation mix and increase dialogue inside the company.
COMPANY PROFILE

Sircle is a Benefit Company that promotes sustainable business models through its proprietary certification scheme EASI® - Integrated Sustainable Corporate Ecosystem, the first corporate management system for the integration of sustainability. Sircle acts as a ‘virtuous multiplier’ within the network founded and offers innovative services such as training on ESG issues and workshops for manager.

sirclebenefit.it

D&I Commitment
Sircle promotes the value of each person by respecting physical, cultural and moral integrity, religious beliefs, political and trade union membership, abilities, language, age, gender identity, gender expression, sexuality. Besides, Sircle has taken strides to build equity into own policies and hiring practices.

Sircle guarantees working conditions that respect the dignity and diversity of each person and condemns any harmful and discriminatory behaviour. Sircle undertakes to establish relations only with Partners and Suppliers complying with these principles.

Main D&I activities and results
Actions to drive real D&I results: Sircle provides for training courses and webinars dedicated to managers and professionals, also Sircle participates in working groups on Gender Equality and in Technical Commission.

- “Legal Audit UNI/PdR 125” training courses on how to implement Gender Equality within companies’ management systems (+20 participants)
- “Sustainability/CSR/ESG Auditor” training courses, with a specific module on the main International Management System Standards on Human Rights, Working Conditions, Diversity & Inclusion and Gender Equality (+25 participants)
- Through one of the Board Members, participation to the UNI Technical Commission (UNI/CT 038) on the Social Responsibility of Organisations which also includes a working group on Gender Equality
- Through one of the Board Members, labour lawyer highly qualified in discrimination and D&I matters, participation to Disability & Inclusion Project in leading food corporation and various webinars and events dedicated to Gender Equality (i.e. speaker at Women Equality festival in April 2023)

Through the promotion of the EASI® Model, Sircle enhances the implementation of D&I principles in the organizations as a whole and supports gender equality in the human rights context.
COMPANY PROFILE

Sky is a tech media company that changed the way of watching TV and introduced innovations such as Sky Glass, a new generation smart TV, Sky Q, which aggregates Sky contents and that of the main apps, NOW, the OTT offer with Sky-branded content. Sky offers the ultra-broadband Sky Wifi service too.

D&I Commitment

Four pillars define Sky D&I strategy: Representation (gender gap, project focused on people with disabilities), Culture (internal workshops, training courses), Progression (mentorship activities, help growth of diverse talents), Using our Voice (Sky Inclusion Days, Sky Inclusion Factory, Interactive Inclusive Language Vocabulary). Sky Up represents our mission to unlock possibilities in a digital world, so that individuals have the resources and opportunities to create a better future.

Main D&I activities and results

Sky Inclusion Days, the first public event of Sky dedicated to the themes of D&I. Two days in Milan, over 70 guests from the world of culture, art, entertainment and sport, 15+ hours live on Sky channels and streaming, 1000+ people.

Employee Networks:
- Women at Sky, for gender balance and women empowerment supporting
- LGBTQ+, organizing the first official Sky participation at Milano Pride and a roadmap of initiatives
- Body&Mind, raising awareness on mental health, people with disabilities inclusion, body neutrality, wellbeing
- Caffè del Lunedì, a weekly appointment to discuss Diversity & Inclusion issues together
- Sky Inclusion Factory, workshops to help creative and production departments to correctly represent diversities. It involved the participation of Sky people, representatives of the industry and experts of D&I

Sky Up Digital Hub promotes digital inclusion in a suburban area partnering with local charities. The first Hub has been launched in Milan, in collaboration with CAF Charity to support young people.

Sky Up The Edit is a digital storytelling challenge that gives young people (8-18) the chance to create a news report on topics that matter. The project is aimed at developing soft skills, media literacy, STEM gender gap reduction with the aim of supporting digital inclusion. The first edition 2022-2023 involved over 10k students across Italy.
COMPANY PROFILE

Snam is the leading European operator in natural gas transportation, storage and regasification and ensures supply security, promotes energy transition through investments in green gas, energy efficiency and CCS technology.

D&I Commitment
At Snam, we believe that diversity and plurality are values that create a stimulating working environment, fostering effective behavior. That’s why we have an environment that supports inclusion and diversity. In implementation of the values expressed in the Code of Ethics, Snam guarantees equal dignity and opportunities for all individuals, regardless of their country, culture, religion, gender, sexual orientation, political beliefs and any other personal characteristic.

Main D&I activities and results
With the Action Plan “#Snam4diversity, Energia che include”, we promote initiatives that spread DE&I culture across four main processes: Employer Branding, Talent Acquisition, Training and Development, Communication.

Within these streams we propose initiatives that involve the entire corporate population or small groups of people, even outside Snam. This year, we introduced two new ERG’s, bringing the total to 6, each focusing on specific topics. Through one of these communities Snam supported Pride month, promoting a culture of respect and inclusion that starts with monitoring the words we use every day. On the intranet, we published a glossary of the correct definitions to use when discussing emotional orientation and gender identity.

Many of Snam’s activities are dedicated to the issue of gender balance, and in 2023 Snam obtained the Gender Equality Certification (UNI/PdR 125:2022). To achieve this result, Snam implemented a management system and a Steering Committee, which defines the strategic plan for gender equity.

This year, we also organized the Inclusion Week, a week dedicated to inclusion through six thematic workshops open to all. Additionally, we launched a new DE&I Policy on Social and Gender Transition.
COMPANY PROFILE

Solvay Specialty Polymers Italy is located in Bollate HQ and in Spinetta Marengo(AL), with about 1,000 employees in Italy. Bollate Research Center is engaged in developing new materials and products for hi-tech sectors. Spinetta production site is one of the most innovative in the Solvay Group.

D&I Commitment

Our purpose is to bond people, ideas and elements to reinvent progress. We can only fulfill it with a workforce that feels valued and respected having an equal opportunity to work, grow and thrive in the workplace. We value human dignity and commit to cultivate an equitable and inclusive work environment that embraces diversity. This is why we’ve accelerated our DEI commitment with One Dignity, a program with 9 concrete DEI targets to be achieved by 2025: we’ve placed DEI center in our Group strategy!

Main D&I activities and results

Solvay places human dignity at the center: DEI was the theme of the Group’s Citizen Day in 2022. All Bollate site employees were encouraged to share stories and experiences, pledging to create an inclusive, diverse and equitable work environment and to participate in the work of the local community.

Following the organized initiatives:
- video of the talk show between Solvay CEO Ilham Kadri and Paralympic athletes
- discussion on the different cultures of the 18 countries most represented on the site, with typical dishes offered in the cafeteria
- presentation of the ERGs:
  - X-Factor for women’s empowerment in the workplace
  - MoMENTum for greater gender equality
  - Young Professionals Network, creating links between generations
  - African American, Abled & Disabled Allies Partnering Together and Solvay LGBTQ+ Alliance Employee Groups, to create an inclusive workforce for African American, disabled and LGBTQ+ employees
- “Diversity walk & Unbox” each other workshop, activity that helps colleagues appreciate diversity
- testimony by Mr. A. Cannata, Paralympic champion, with sensory games aimed at experiencing the difficulties of visually impaired people
- survey on measures implemented to remove architectural barriers
- Christmas boxes prepared by employees with comfort items to be donated to people in need
- testimony of 3 nonprofit organizations in Lombardy with whom we’ve a consolidated cooperation

www.solvay.it

Diversity & Inclusion Focus
COMPANY PROFILE

UNI is a private, non-profit association that has been developing, publishing and disseminating technical standards for over 100 years. It is recognized by EU Regulation (EU) No. 1025/2012 on European standardization.

D&I Commitment
The commitment to create a diverse, inclusive and fair working environment stems from the adoption, for years now, of the UNI EN ISO 26000:2020 as our governance model by decision of the Board of Directors. In this context, our actions are aimed at applying social responsibility in daily practice.
We are committed to adopting proactive policies aimed at identifying - and then managing - any risk situations that could prevent full employment inclusion based on gender, gender identity, age, race, disability, physical or behavioural traits, religious, sexual, political orientation, etc.

Main D&I activities and results
It is our responsibility to ensure that standardisation identifies, manages and values individual differences. Moreover, to support national policies connected with gender equality, we developed and published a specific document UNI/PdR 125:2022 Guidelines on the management system for gender equality which provides the adoption of specific KPIs (Key Performance Indicator) relating to gender equality policies in organizations.

UNI acts in coherence with the principles of social responsibility inwards, as an organisation, by adopting a policy transversally oriented towards sustainability and inclusion; and outwards, through the production of standards, which is an instrument of change and support in encouraging our stakeholders to achieve the 17 objectives of sustainable development.

We pay specific attention to policies, activities, training, personnel management processes, consistent with diversity and inclusion issues; paying attention to these issues in our normative oversight, as committed to by signing the UNECE Gender Responsive Standard Declaration; raising awareness among stakeholders involved in the normative production process and Governance, for a fair and diverse representation in the composition of Governance and Technical Bodies.

Diversity & Inclusion Focus
Fondazione Sodalitas is a network of businesses and individuals considering Sustainability a key factor in growth and development.

It was founded in 1995 on the initiative of Assolombarda, the largest employer association in Italy, establishing itself as the first organisation in Italy to promote Corporate Sustainability.

Fondazione Sodalitas is participated by leading companies and volunteer managers aware of the need to achieve a sustainable and inclusive future.

Fondazione Sodalitas is committed to strengthening the role of businesses’ leadership in achieving sustainable development, by co-designing together with its member companies multistakeholder programs aimed at generating social value for the development of people and communities, in line with UN Agenda 2030 for Sustainable Development.

Fondazione Sodalitas is national partner organisation for Italy of CSR Europe, the European reference network on Corporate Sustainability.

www.sodalitas.it
The Italian Diversity Charter (Charter for Equal Opportunities and Equality at Work) was launched in 2009 by Fondazione Sodalitas with the support of Ministry of Labour and Social Affairs and Minister for Family and Equal Opportunities.

The Charter covers all fields of discrimination: gender, age, ethnicity, disability, sexual orientation and religion, with a particular focus on gender equality at work. The 10 concrete actions listed by the Charter are relating to the priorities identified by the EU, with particular emphasis on creating and improving female employment policies. A Self-Assessment tool monitors the implementation of the 10 actions and the impact of best practices adopted.

About 600 private enterprises (including around 400 SMEs) and 300 public authorities and NGO, employing more than 700 000 employees, had signed the Charter.

www.cartapariopportunita.it
Fondazione Sodalitas is promoted by:

ASSOLOMBARDA

Fondazione Sodalitas member companies - October 31, 2023

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