

## Workplace Equality and Equal Opportunities Charter

Valuing **pluralism and inclusive practices** in the workplace contributes to the success and competitiveness of companies, reflecting their ability to respond to changes in society and markets.

By adopting this Charter, Besenzoni intends to contribute to the **fight against all forms of discrimination in the workplace**, while committing itself to valuing diversity within the company organisation.

Besenzoni is committed to contributing to the achievement of the objectives shared above through a number of concrete actions:

- Define and implement company policies that, starting from top management, involve all levels of the organisation in respecting the principle of **equal dignity and treatment at work**
- Identify corporate functions to which clear **responsibilities for equal opportunities** are attributed
- **Overcome gender stereotypes**, through adequate company policies, training and awareness-raising, also by promoting career paths
- Integrating the principle of **equal treatment** into the processes governing all stages of professional life and the development of human resources, so that decisions on recruitment, training and career development are made solely on the basis of people's skills, experience and professional potential
- **Raise awareness** and provide appropriate training at all levels of the organisation on the value of diversity and how to manage it
- **Periodically monitor equal opportunities** developments and assess the impact of good practices
- Identify and provide staff with **internal tools** to guarantee the effective protection of equal treatment
- Provide concrete tools to foster **work-life balance** by favouring the matching between demand and supply of corporate and personal flexibility, also by means of appropriate corporate and contractual policies, in collaboration with the territory and the agreement with integrated public and private services; ensuring adequate training for the return from parental leave
- Communicate to staff, in the most appropriate ways, the **commitment** undertaken in favour of a corporate culture of equal opportunities, informing them about the projects undertaken in these fields and the practical results achieved
- Promote the **external visibility of the company's commitment**, bearing witness to the policies adopted and the progress achieved with a view to a truly supportive and responsible community

