

**SANLORENZO**

**MEASURES TO PROMOTE EQUAL  
TREATMENT AND OPPORTUNITIES BETWEEN  
GENDERS IN THE COMPANY ORGANIZATION**

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Sanlorenzo S.p.A.

Approved by the Board of Directors on 16 March 2021

For Sanlorenzo S.p.A. (the “**Company**”), the people who work at the Company are an irreplaceable resource and the driving force behind the Company.

The Company believes that diversity and pluralism are values that contribute to an open, stimulating work environment, ensuring different points of view and encouraging discussion, the emergence of innovative ideas and the development of more respectful, inclusive behaviour.

The Company has thus developed – and increasingly intends to develop – an organizational context that supports inclusion and the enhancement of diversity and promotes equal treatment and opportunities, including between genders.

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In implementation of the Corporate Governance Code to which the Company adheres and the Company’s Code of Ethics, as well as within the framework of the rights enshrined in the Italian Constitution, the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization, the Charter of Fundamental Rights of the European Union and the European Convention on Human Rights, the Company is committed to offering equal employment and professional advancement opportunities to all employees on the basis of their specific professional qualifications and performance capabilities, without discrimination.

In particular, the Company recognizes meritocracy as a fundamental value and is committed to guaranteeing equal opportunities for professional growth and to creating working environments open to the values of inclusion.

The Company rejects all forms of discrimination, including discrimination between genders (direct, indirect, physical, verbal or virtual) and ensures that unlawful conduct can be reported in the manner provided for in the Code of Ethics.

The Company is committed on a daily basis to guaranteeing ethical, equal management of personnel, taking into consideration all the phases of the working life of people within the Company: selection, which must be fair and based on the merit of talents, skills and experience, the performance of work activities, which must take place in safety and in full respect of the right to health, dignity, diversity and inclusion, theoretical and technical training and the (professional and personal) development and growth of individuals, which must take place in compliance with equal treatment and equal opportunities.

The Company supports the professional development and growth of its people and aims to adopt systems for the development of career plans, performance appraisals, review of managerial positions and equal professional growth based on meritocracy. In particular situations, the Company carries out an exit interview process at the end of the employment relationship to collect qualitative judgements and analyses them to promptly identify the processes and measures to be implemented to improve company welfare.

The relevant departments are thus required to select, hire and manage employees on the basis of competence and merit, without discrimination by race, religious creed, gender or age, and in accordance with applicable laws and regulations.

Violation of this duty entails the initiation of disciplinary proceedings against the perpetrators, in accordance with Article 7 of Law no. 300 of 20 May 1970 (Italian Workers’ Statute), the CCNL (National Collective Labour Contract) in force within the Company and the Company’s disciplinary code, without prejudice to any further civil and criminal liability.

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The competent functions are also called upon to prevent discriminatory conduct (including harassment, retaliation, bullying, threats, blackmail, inappropriate and discriminatory conduct or language) of any nature and carried out at any level of the company organization. Discriminatory behaviours committed in the workplace – and the failure to sanction them by the competent functions – lead to the initiation of disciplinary proceedings against the perpetrators, in compliance with the Italian Workers’ Statute, the CCNL in force within the Company and the Company’s disciplinary code, without prejudice to any further civil and criminal liability.

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The Company is committed to providing training sessions, in some cases with the participation of consultants or external parties, to raise the awareness of the organisation on the issues of valuing differences, gender equality, the use of inclusive language, the risk of unconscious bias in the workplace and the impact on business of these issues.

The relevant corporate functions are called upon to organize the first training event by the end of the 2021 fiscal year.

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The Company recognizes the value of work-life balance and is committed to developing programmes and initiatives to reconcile work and family life, when workers return from maternity or paternity leave or in cases of disability, through a social and welfare service that listens to employees in the workplace and through the communication to workers of their rights (leave, remote working, and other).

The competent company departments are called upon to implement this principle, if necessary also by promoting appropriate training opportunities.

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In implementing and monitoring the above initiatives, the Human Resources function is called upon to develop annual action plans with specific, quantifiable and measurable objectives to promote equal treatment and opportunities between genders and to monitor the application of and compliance with these measures, including through the collection and examination of relevant data relating to the diversity of human resources in the corporate structure.

The Human Resources function is also called upon to report at least annually to the Board of Directors and to the Control, Risk and Sustainability Committee set up within the Board of Directors on the application of and compliance with these measures, pointing out any critical issues or areas for priority intervention and suggesting any updates and implementations of these measures, with a view to an increasingly better and more efficient promotion and implementation of equal treatment and opportunities between genders within the company organization.

These measures are communicated and disseminated within the organization and are published on the Company's website and on the intranet.