

PURPOSE

Consistently with its values and principles, Gi Group Holding recognises and respect people diversities and believes that providing equal opportunities, valuing diversity and promoting a culture of inclusion is fundamental to its success.

This commitment is also fundamental part of **Our Sustainable Work Manifesto**, which inspires the daily actions of the Group's companies with respect to four pillars:

- DECENT AND SAFE WORK
- EMPLOYABILITY AND SATISFACTION
- DIVERSITY, EQUITY AND INCLUSION
- SAFEGUARDING RESOURCES FOR THE FUTURE

In particular:

DIVERSITY, EQUITY AND INCLUSION:

<<Sustainable Work eliminates obstacles that discourage or prevent workers from entering, remaining or advancing in the labour market, valuing personal contribution and ensuring fairness and inclusion for all.>>

At Gi Group Holding we aim to create a culture in which everyone can reach their full potential, creating a working and social environment in which individuals can use their skills and talents without fear of prejudice or harassment.

Therefore, the purpose of this policy is:

- to provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time;
- to increase capacity to conduct analysis to identify, monitor and evaluate the impact of policies, programmes, processes and activities on different target populations in order to identify and guide the implementation of changes to overcome bias and create a method of decision-making based on equity;
- to support at every level the dissemination of a culture based on mutual respect of diversities in order to promote the expression of everyone's potential for Gi Group Holding's progress; to oppose and avoid all unlawful discriminations based, for instance, on any personal characteristic, – be it, by way of example and not exhaustively, gender, age, nationality, race and ethnicity, disability, sexual orientation, religion – or on any organizational characteristic – such as seniority, Global Organisational Level (GOL), professional family and others – (hereinafter, in conjunction, the "Individual Characteristics"); and
- to oppose and avoid any form of illegal discrimination also in the context of relationships with Customers and Suppliers. This includes and applies, for example, to selection processes for all kind of employments, terms and conditions of employment, remuneration and benefits, dealing with grievances and discipline, parental leave, requests for flexible working, promotion, training or other development opportunities, dismissal, redundancy.

SCOPE

This Policy is issued by Gi Group Holding S.p.A. (hereinafter also the "Parent Company") and it applies to all the companies directly or indirectly controlled by it, or to its affiliates, in Italy and worldwide (hereinafter referred to as "Gi Group Holding" or simply the "Group's Companies"), which formally adopt it and implement it.

It applies to all current and potential Personnel of Group companies, Candidates and Workers. It also applies to all external stakeholders.

GI GROUP HOLDING'S COMMITMENTS

- To encourage and enhance **Equality, Equity, Diversity, and Inclusion in the workplace** through the adoption of a DEI strategy that creates value for internal and external Stakeholders, implementing **procedures and specific objectives** for the different phases of our HR management and service delivery.
- To create a work environment free of bullying, harassment, victimisation, and unlawful discrimination, **promoting dignity and respect for all**, internally and through the provision of our services. This commitment includes **training managers and employees on their rights and responsibilities** under the DEI Policy.
- To **respect and value the contribution of each team member**, having **zero tolerance** for any form of **unlawful discrimination**, based on any Individual Characteristics, perpetrated against Employees, Candidates and Workers, Customers or Suppliers.
- **Take seriously complaints** of mobbing, harassment, victimisation and unlawful discrimination reported by Employees, Candidates and Workers, customers, suppliers, visitors, and any other, occurred during the organisation's work activities.
- **Make opportunities for learning, development, and progress available to all** Employees, Candidates and Workers and any other stakeholder, who will be helped and encouraged to develop their fullest potential.
- **Base decisions concerning Employees on merit and competencies** apart from any necessary and limited exemptions and exceptions allowed under applicable law.
- **Actively develop and support initiatives aimed at eliminating barriers to entry and growth in the labour market for all**, enacting equality, and inclusion policies with an impact at cultural and organisational level.
- **Review employment practices, processes, and procedures**, when necessary, to ensure fairness and to update them and the Policy itself to take account of changes in the law regarding the DEI issues.
- **Monitor, within the limits defined by the Privacy legislation, the indicators on workforce composition and working conditions**, to meet the purposes and commitments set out in the DEI Policy.

ROLES AND RESPONSIBILITIES

The Policy clearly identifies roles and responsibilities for the implementation of commitments and actions required by the Policy to:

- the Top Managers of Gi Group Holding S.p.A. and of the Group's companies;
- the Global HR Department and to each Country HR Department;
- the Corporate Affairs & Compliance Global Department;
- the Global Corporate Social Responsibility Team (CSRT).

Everyone at Gi Group Holding is responsible for implementing and disseminating the Policy through its behaviour.

IMPLEMENTATION

Taking into consideration the priorities

- given by the United Nations, ILO and WEC,
- expressed by our Stakeholders and by the Top Management of the Parent Company,

we ensure that DEI Principles are embedded in all of our activities, policies and decisions.

Key to this is our commitment to develop progressively our DEI strategy constantly

- designing/updating procedures and defining specific objectives for the different phases of our HR management and service delivery,
- implementing a programme of communication and training activities and initiatives on these topics,

- sharing best practices with our internal and external Stakeholders,
- and monitoring the appropriate KPIs.

This Policy is made **known to all Group's personnel** through appropriate communication activities and via posting on the Group Company's' intranet.

Each Group's Company plans and manages the **mandatory training** on the issues addressed in this Policy.

GRIEVANCE AND DISCIPLINARY PROCEDURES

Gi Group Holding promotes a culture that does not admit any retaliation towards any reporting of breach (or suspected breach) of this Policy. Individuals who believe they have been victims / witnesses of discrimination or unfair treatment have the right to file a complaint free from victimisation or fear of retaliation.

Any violations of this Policy may be reported:

- to the line manager.
- to the Country HR department.
- to the Global CSR Team at the e-mail address CSRT@gigroup.com or by post to the address CSR Team - piazza IV Novembre 5 - Milan - Italy

and especially

- through the **Gi Group Holding Reporting Channel** available also on Group websites in line with the provisions of the "**Whistleblowing Global Policy**".