

## Policy on Diversity, Inclusion and Equal Opportunities

### 1. Introduction and field of application

In the frame of the industrial sector, so as in many other sectors, the themes of diversity and inclusion are receiving a raising attention from many stakeholders, among whom the need and the will are rapidly growing to sustain and promote a cultural change aimed to guarantee equal opportunities at every level, to reduce the loss of talents, and to improve company performance.

Considering the importance of the subject, Mecoil Diagnosi Meccaniche has decided to adopt a Policy aimed to value the people, focused on principles of diversity, inclusion and equal opportunities. The Management guarantees the respect of those principles within Mecoil Diagnosi Meccaniche, in particular as far as the different aspects of management of human resources, from the process of selection to the definition of compensation and welfare instruments, from the opportunities for professional growth up to the termination of employment relationships.

The present Policy reinforces what already stated in the Ethical Code, and constitutes the Company commitment to promote the value of Diversity, Inclusion and Equal Opportunities to all the people working in its value chain.

It is responsibility of all the Employees in Mecoil Diagnosi Meccaniche to respect the principles contained in this Policy in all their operations.

### 2. Reference Principles

Mecoil Diagnosi Meccaniche firmly rejects all forms of prejudice and does not tolerate any discriminatory behaviors. The human resources constitute the most precious heritage, and the creation of a working environment where no discrimination exists -related to strictly personal features or choices-, is an element instrumental to the Company success. Mecoil Diagnosi Meccaniche Employees use their judgement ability, their creativity, their critical capabilities to improve and to generate value for the Company and its stakeholders, in particular the Customers and the Community within which Mecoil Diagnosi Meccaniche operates.

With the aim to value those resources, Mecoil Diagnosi Meccaniche commits to promote the unicity and the dignity of persons guaranteeing their working wellbeing and hence improving their personal self-confidence, their resilience and the creation of satisfactory working environment. Mecoil Diagnosi Meccaniche management of human resources is based on the following principles:

- Non-discrimination; within Mecoil Diagnosi Meccaniche all Employees are considered and valued on the basis of their skills and professional competences, and any form of discrimination is forbidden;
- Equal opportunities and equal dignity: Mecoil Diagnosi Meccaniche respects diversity, and considers it as a value, committing to guarantee equal opportunities in the different steps of the career path;

- Building of an inclusive working environment: Mecoil Diagnosi Meccaniche encourages an inclusive culture, able to favor the expression of individual potential meant as a strategic lever to reach the company objectives;
- Work-life balance: Mecoil Diagnosi Meccaniche recognizes the value of the balance between the professional life and the private life, and commits to respect everybody's personal needs in his/her working life;
- Team Diversification: Mecoil Diagnosi Meccaniche considers diversity as a strategic element, able to strengthen the team competencies and to create a Company competitive advantage.

In particular, Mecoil Diagnosi Meccaniche puts in place all the actions required to prevent acts of discrimination based on age, gender, sexual identity or orientation, ethnical origin, nationality, religion, political or labor orientation, disability, marital status, pregnancy maternity or paternity, Employment contract band or conditions.

### 3. Management modes

The principles adopted in the present Policy are put into practice by Mecoil Diagnosi Meccaniche through concrete actions that can consist in organizational and proceeding interventions, or specific activities aimed to:

- guarantee gender equality within the Company Management and Control bodies
- reinforce the awareness and the sensitivity of Employees on the themes of diversity and inclusion, through communication and deepening campaigns;
- promote a proper balance of personnel composition at the different levels of the organization;
- guarantee equal opportunities to all Employees during the phases of selection, hiring and career development, taking into consideration only the objective assessment of work quality, without any discrimination;
- collaborate with organizations promoting diversity and inclusion in all the sectors;
- monitor the consistency of the Company rules, processes and practices with the contents of the present Policy and the Ethical Code.

### 4. Responsibilities and monitoring

The present Policy is approved by the Management and by the Board of Directors, who are responsible for the promotion, the diffusion and the respect of the principles described herein.

The specific responsibilities within the organization and the detailed modes are described in the document "Responsibilities and Monitoring of Sustainability Policies".