

Diversity and Inclusion Policy

Rev. 0 of 10/12/2023

Gender

The company values gender balance and the overcoming of any stereotype, discrimination or prejudice, to create the best conditions in which each person can express themselves at their best. On a cultural level, ASCOM is committed to increasingly strengthening awareness initiatives at all levels, with actions aimed at overcoming "unconscious bias".

Furthermore, it promotes policies and actions to favour equal opportunities, the reconciliation of life and work time, the sharing of family responsibilities and the removal of potential obstacles, including those related to sexual orientation. The company is committed to countering gender-based violence and has adopted a protocol on harassment and violence in the workplace, signed with the Industrial Union of Turin.

Generations

ASCOM recognises and enhances strategies for the development and management of the needs of the different generations that coexist within the organisation.

Disability

ASCOM recognises equal opportunities for all its people regardless of sensory, cognitive and motor disabilities, committing to concrete measures to favour the inclusion of people with disabilities, fully valuing their talent and contributing to the removal of cultural, sensory and physical barriers.

Application of Diversity and Inclusion policies

The policy aims at spreading a corporate culture geared towards inclusion and the enhancement of diversity, through people-care initiatives. ASCOM intends to launch specific actions to promote inclusion:

- ? spread leadership styles that make inclusion the cultural paradigm of reference;
- ? define a set of rules for a transparent, inclusive and equal-opportunity working environment;
- ? identify the cultural, organisational and relational obstacles that prevent full inclusion in the workplace;
- ? create working relationships based on mutual respect and trust;
- ? promote awareness campaigns on Diversity and Inclusion topics.

Management ensures equity, inclusion and non-discrimination, creating the conditions for each member of the team to fully express their contribution. The Human Resources function acts as a promoter of cultural change, defining a recruitment strategy compliant with Diversity & Inclusion principles, ensuring equal opportunities for growth on a meritocratic basis and improving organisational well-being and corporate welfare.

Dissemination and Updating

This policy is communicated to all employees, also through training sessions, and is made available to all stakeholders who request it, including collaborators, suppliers and partners.

Moncalieri, 10/12/2023 - The Management

Courtesy English version generated from the official content - the document signed by the Management prevails.