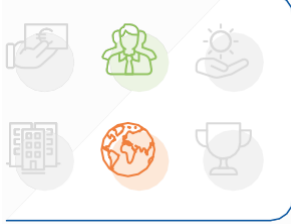


MAIN RELATED TYPES OF CAPITAL



# 7.11 Diversity and inclusion



DIVERSITY AND INCLUSION FOR US: scan the QR code and watch the video.



IMPLEMENTATION STATUS

MAIN TYPES OF CAPITAL	OBJECTIVES	INDICATOR (KPI)	TARGET	BASELINE	2023	OUTCOME
Human Capital	Strengthen the presence of women in management succession plans, instrumental to increasing the presence of women in positions of greater responsibility in the Group	• % of female succession candidates	• 45% by 2024	2021	43%	4 QUALITY EDUCATION
	Invest in the internal development of STEM skills and roles and the promotion of cultural reference models from a pluralistic, gender equality perspective, with male and female role models	• No. of awareness-raising campaigns • No. of editions within the framework of initiatives for the younger generation • % role models	• 2 by 2023 • 10 by 2023 • +50% by 2023	2021	2 28 +110%	
Social Capital	Promote intergenerational matching between mentor and mentee within the mentoring programme	• % matching of mixed-generation pairs	• 40% by 2024	2022	67%	5 GENDER EQUALITY
	Extend caring and listening measures for colleagues with chronic and/or serious illnesses or who are in vulnerable and fragile situations, to accompany their inclusive return and support their mental well-being	• % of the detected target reached by the caring measures identified	• 40% by 2024	2022	47%	
Financial Capital	Implementation of campaigns and awareness-raising actions on issues of labour inclusion and LGBTQ+ rights	• No. of awareness-raising campaigns and/or welfare in support of social parenting	• 2 by 2023	2021	15 news items on the subject (communication campaign) • 1 "All the parole" podcast • Training • 1 webinar on LGBTQ+ • 1 LGBTQ+ online course	10 REDUCED INEQUALITIES
	Take pervasive actions to implement the diversity and inclusion strategy through envisioning workshops, meetings and thematic awareness-raising events integrated into work processes and relations	• No. of initiatives (workshops, D&I meetings, thematic events)	• 28 by 2024	2021	53	
Natural Capital	Contribute to the strengthening of measures and pathways to promote active parenting, including as levers to combat the falling birth rate, and to foster an increasingly balanced distribution of care burdens	• Active Parenting Policy formalised • No. of interventions carried out	• Active Parenting Policy formalised by 2023 • 2 by 2023	2021	• Publication of the Active Parenting Policy • 6	
	Promote the creation of Employee Resource Groups (ERGs) among employees with common interests on diversity and inclusion issues to set up open exchange and discussion groups within the dedicated community	• No. of Employee Resource Groups (ERGs)	• 2 by 2024	2022	• No. 3 ERGs initiated (Generations, LGBTQ+ Vulnerability)	
Cultural Capital	Promotion of an intercultural vision in the company for the development of inclusive solutions through the implementation of participatory processes characterised by the coexistence of a mix of different cultures among employees	• No. of regional cases to which the pilot project was extended	• 2 by 2023	2021	• Implemented participative process through the development of a training plan with intercultural company testimonials hired from all territories	
	Increase the implementation of initiatives that use inclusive formats to facilitate accessibility for people with disabilities or special educational needs	• No. of educational formats for Group employees	• 1 by 2024	2022	• Delivery of an online course adopting the first format	
Human Capital	Strengthen the Employee Corporate Volunteering project through the development of a new engagement platform and the definition of social programmes integrated with the corporate sustainability strategy	• No. of engagement and training plans • No. of programmes with social value	• 1 by 2024 • 3 by 2024	2021	• Creation of Volunteering Community - Multi-subject communication campaign with omnichannel plan	
	Openness to community welfare logic in synergy with local communities, providing corporate welfare services to support the vulnerabilities of employees and citizenship	• No. of initiatives/services activated	• 2 by 2024	2021	• Release of redeveloped property in Bologna office - Local scouting for design of services to be activated concluded	
Social Capital	Implementation of the framework to foster digital inclusion, promoting equal opportunities and ensuring fair and inclusive access for all	• Framework for accessibility	• Implementation of the framework by 2025	2023	New	
	Promoting the strengthening of accessibility measures and assistive technologies also through the activation of listening and involvement paths for staff with disabilities	• No. needs Surveys	• 1 Survey by 2024	2023	New	
Financial Capital	Sport & Inclusion: valorisation of athletes with disabilities in order to assess possible participation in inclusive external sporting events. The initiative is also potentially aimed at employees who want to support/accompany athletes with disabilities	• Communication plan to support the initiative • Engaging the community to identify opportunities for external participation	• Plan and community engagement by 2024	2023	New	
	Increase the implementation of training initiatives that use inclusive formats to facilitate accessibility for people with disabilities or special educational needs	• No. of training initiatives with the application of the "Accessible Training" format starting with transversal courses	• At least 5 releases by 2024	2023	New	
Human Capital	Strengthen nationwide caring and listening measures for colleagues in vulnerable and fragile situations to support their mental and motivational well-being	• Nationwide activation of caring and listening services	• Activation of services by 2025	2023	New	
	Promoting and disseminating corporate procedures and internal document systems geared towards inclusive and gender-neutral written language	• Awareness Guidelines for Internal Procedures and Documentary Systems	• Guidelines by 2025	2023	New	
Social Capital	Introduction of policies and measures to counter ageism through valorisation and engagement campaigns focusing on the senior population	• No. of age management programmes	• 1 age management program by 2025	2023	New	
	Realisation of training, organisational and inclusive courses and interventions for the valorisation of neurodiversity in a "Dyslexia Friendly" company	• No. of dedicated courses/interventions	• 3 dedicated courses/interventions by 2025	2023	New	
Financial Capital	Promotion of Employee Resource Group (ERG) activities also with regard to LGBTQ+ inclusion initiatives	• No. of measures/interventions carried out	• 2 measures/interventions carried out by 2025	2023	New	
	Enhancement of the skills of young talents in P&L and logistics functions through an inclusive onboarding and job rotation programme to enhance employer branding towards genZ	• No. of onboarding cycles	• 2 onboarding cycles by 2025	2023	New	
Human Capital	Fostering a culture of inclusion at all levels of the corporate structure through specific training courses	• Initiative release	• Release of the Diversity&Inclusion "Learning Path" by 2024	2023	New	

Objective achieved/Objective achieved and updated | Objective not achieved | Deadline for achieving the objective that has not yet expired