

DIVERSITY & INCLUSION POLICY

Diversity creates Value

Italmatch Chemicals Group (hereinafter Company and/or Italmatch) embraces and supports the diversity and inclusivity as core values and key principles in society and business, opposing all forms of discrimination, on the grounds of colour, race, nationality, ethnic origin, pregnancy, marital or civil partnership status, disability, religion, belief, age, sexual orientation, gender identity or expression, socio-economic status, trade union membership or on the fact that an individual is a part-time worker or fixed term employee.

Italmatch attitude and commitment is to continue in supporting and enhancing the principles of equal opportunity and inclusion in its activities and we believe in Diversity & Inclusion (D&I) being a pillar and part of our global strategy, essential to achieve our best results embracing the outcomes and potential it delivers to our Group and, more broadly, to the community. A 360° D&I view and commitment is at the core of our long-term business history.

Our aim is to recruit, train and promote people offering a working environment free from any grounds of discrimination, victimisation and harassment in which all employees are treated with dignity and respect. All job applicants, employees and the other parties who work for us are treated fairly and not discriminated against on any of the above grounds.

All employees are made aware of the requirements of this Policy and are requested to observe it and to co-operate to ensure that the Policy is conducted effectively. Any form of discrimination may be unlawful and treated as a disciplinary offence resulting, if appropriate, in disciplinary action.

Any employee who could act inappropriate conduct or behaviour against others may be subjected to disciplinary actions. Employees who believe they have been subjected to any kind of discrimination which conflicts with this Company's D&I Policy should inform direct manager and HR for support and corrective actions.

We aim at increasing our positive and responsible social impact. On this regard, this Policy will be also published on Company's website for external communication and proper information towards the different stakeholders and we also expect that our partners share equivalent principles in conducting business.

OBJECTIVE

At Italmatch, we seek to continue to maintain and develop an inclusive, equitable, culturally competent, supportive and safe environment, where our employees act behaviour that enriches our workplace. To further an inclusive culture and to foster D&I principles, the Company is committed to continue its journey, promoting D&I initiatives having the purpose in:

- Ensuring an inclusive working environment, free of discrimination at all stages of the employee's life cycle.
- Striving to build and support a community whose members have diverse cultures, backgrounds and life experiences.
- Ensuring our leaders build a culture that is rich in Diversity, fosters Equity and embodies Inclusivity.

OUR MISSIONS & COMMITMENTS

Premise

In Italmatch there is no space for any form of discrimination to any minority group. We believe in our people regardless their colour, race, nationality, ethnic origin, pregnancy, marital or civil partnership status, disability, religion, belief, age, sexual orientation, gender identity or expression, socio-economic status, trade union membership, employee's type of contract.

We are committed to ensure our work environment equal to everybody.

We are continuously improving our actions to create a better environment to any internal or external stakeholders and we are aware that these following actions are not an arrival, they are a part of journey to increase our employee's awareness regarding D&I and achieve an inclusive environment for all other protective groups.

Culture diversity

In Italmatch, we believe in culture diversity as a driver of innovation and business success.

Multiculturalism in the workplace means co-presence of people from different countries and backgrounds. At Italmatch, we do not aim just at making them work together, but also at making sure that there is unity and complete collaboration.

Everyone must be familiar with and understand each other's culture, so that each individual becomes an element of intellectual enrichment for the entire team.

We believe that fostering a multicultural work environment can have positive impacts on employee's productivity, improving creativity and problem-solving skills, broadening the range of skills, improving cultural understanding, positively impacting employee's engagement.

Gender equality

Our mission: to enhance and empower women across the organization at all levels and in all career paths equally as men. We believe both women and men's prospective and knowledge can be a real asset for our Company. We address and dedicate our efforts to maintain an environment without any discrimination.

To achieve this goal, we commit to:

- Support each **employee's growth and leadership** through workshops and internal training to promote equality, interrupting gender stereotypes and "Unconscious Bias".
- Guarantee a **diverse pipeline of new employees**, focusing on diverse talent sourcing strategies in which female presence is ensured as much as possible.
- Believe in the presence of **women in STEM** (*Science, Technology, Engineering, Mathematics*) field and in managerial position. We are aware that these fields are the key for the future, and we seek to generate gender inclusion with dedicated initiatives that will impact the female acceleration in our global workforce (workers, employees, middle-managers, top-managers).
- Be part of dedicated **associations** dealing with female empowerment as Valore D in Italy, with whom we organise events and trainings that aim to increase the awareness of gender equality, strengthen soft and hard skills, focusing on the value of people, their abilities and what they can really give.
- Adopt policies and programs to **support parenthood**, equal sharing of caring responsibilities between parents and to **promote work-life balance**, because we truly believe that people's private life choices should not affect the company's assessment of their careers, but rather life choices should be supported as much as possible to keep the work environment healthy and productive.

- Offer **equal opportunities** for women in terms of access to work, growth and career, equal payment for work of equal value refusing pay gap in the labour market.
- Monitor the **presence of women within the Group** analysing number and percentage of women entering and leaving the Company during their professional growth.

The Company undertakes to constantly monitor and analyse the aforementioned activities and initiatives for the best promotion and contribution of equality between women and men in the Group.

Generation equality

Our mission: to enhance new generation such as Millennials and Generation Z to be fully integrated and support the business equally as older generation such as Baby Boomers and Generation X. We believe in knowledge exchange and we value the different skills, knowledge and competences both soft and hard, typical of each generation.

To achieve this goal, we:

- Believe in **talent regardless the generation's provenience**.
- Collaborate with **schools and university** to create opportunity to the youngest especially in STEM field.
- Support **all generation** in achieving their goals through internal training, mentorship and listening their perspectives, ideas and goals.
- Believe in **shared experience between employees of different ages** within **mentorship and reverse-mentoring**, equal training and equal opportunities.

The Company undertakes to monitor the balance between different generation, in order to create a variegated environment where the employee can share, learn and be equally recognized as fundamental asset for the company.

Challenged people

Our mission: to recognize equal opportunities for all its people regardless of their sensory, cognitive and motor disabilities. We believe they can bring an important value for the Group as for their skills, talents and perspectives. Make this people grow into the Company can be an added value to our business development.

To achieve this goal, we:

- Support the **self-development of people with disabilities**, through dedicated recruitment process also considering local laws requirements.

Ensuring training and enrichment of knowledge and skills, as well as at creating **accessible working environments** through appropriate initiatives, tools and support. Work with organizations focused on **challenged people recruitment and relocation** in the labour market.

Gender Identity

- To strengthen the values we already expressed, Italmatch put itself in first line to promote and preserve people rights, regardless their sexual orientation. We aim at creating a respectful and inclusive work environment where individuals are free to fully express themselves without any kind of prejudice.
- At Italmatch we do not discriminate people whose gender identity is different from the sex assigned to them when they were born. We believe that changing physiological or other gender attributes is a personal process and people do not need to have undergone any specific treatment or surgery to change from their birth sex to other preferred gender.

OUR DIVERSITY & INCLUSION TEAM

Our D&I dedicated team, in which several functions collaborate such as Human Resources, Legal, ESG and Communication, has been set up with the purpose to maintain an inclusive environment and to disseminate the values of D&I widely.

Our longstanding commitment to D&I is at all Company levels: our management is aware of D&I importance and supports initiatives regarding gender equality, generation equality and, more generally, anything regarding D&I and reject any form of discrimination. We, at Italmatch Chemicals, genuinely believe in the added value Diversity and Inclusivity can bring into the business and society.

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Italmatch Chemicals Group



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