

INTRODUCTION

In line with the guidelines of the Board of Directors of the companies within the Calzedonia Group, particularly those falling within the scope of UNI PDR 125/2022 certification, namely Calzedonia Holding SpA, Calzedonia SpA, Falconeri Srl, Intimo 3 SpA, and Atelier Emè Srl, and in accordance with best practices, the mentioned companies commit to developing programs and initiatives dedicated to enhancing diversity, inclusion, and gender equality in its various dimensions, starting from the formalization and adoption of a specific policy such as the one outlined here.

The diversity, inclusion, and gender equality policy, aimed at understanding and valuing our people, is issued by the Group CEO in collaboration with the Comitato Guida for UNIPDR 125/2022 Certification and promotes the implementation of the fundamental principles of the Ethical Code.

This policy is directed and communicated to all individuals within the Group as well as various external stakeholders. Specifically, managerial levels and those with management and supervisory roles in human resources bear a particular responsibility for supporting and effectively championing D&I for the practical application of the diversity, inclusion, and gender equality policy.

We are aware that visible and invisible diversities are a valuable resource, a strategic element, and a key to innovation.

Purpose and efforts of our organization

"The most valuable asset of the Group is the people who work with us. The Group's values, namely vision, passion, concreteness, collaboration, and results orientation, embody our work ethic and govern activities and relationships within the companies."

"The Group recognizes the importance of promoting equal opportunities, appreciates the value of diversity, and values the uniqueness of individuals. This is because diversity fosters creativity and enriches collaboration. The Group considers each individual contribution equally and seeks to encourage staff to develop their potential by cultivating motivation and making an active and rewarding contribution."

"Throughout its history, the female gender has consistently comprised the majority of the Group's workforce, and it is for this reason that listening to their needs has been a natural inclination since the beginning. The Group's intention is to promote female empowerment and ensure gender equality in all directions."

What we commit to

The organization believes that the development of a cultural model promoting gender equality, in addition to generating "social value" appreciated in the European institutional economic context, constitutes a development factor for the business. With that said, the Calzedonia Group is committed to:

- Combating any form of discrimination in employment by attracting and hiring individuals with diverse backgrounds and abilities to pursue gender equality from the selection and hiring phase through inclusive and meritocratic criteria.
- Embracing all differences related to age, gender, marital status, ethnicity, nationality, religion or other beliefs, sexual orientation, social and educational background, family and caregiving responsibilities.
- Creating a work environment free from any direct or indirect discrimination, any type of violence, or harassment, whether sexual or based on individual, political, and cultural diversity.
- Establishing a leadership style that facilitates the growth of deserving collaborators through example, delegation, attention to personal motivations and ambitions regardless of gender.
- Adopting a system capable of creating merit-based development plans that allow individuals to chart their own career paths.
- Leveraging opportunities offered by the gender equality system and UNI PDR practices to measure and monitor a series of KPIs that help the Group adopt increasingly improvement-focused and personnel-sensitive policies.
- Offering a welfare plan that allows the entire workforce, based on their current needs, to find solutions and support that make it easier to balance work and private life.
- Promoting a communicative style (especially during the Group's commercial and marketing initiatives) consistent with the values declared in this policy, using inclusive language and images that respect gender differences and do not promote gender stereotypes but instead emphasize equality among all genders.
- Improving the work-life balance of employees through the adoption of flexible work tools (e.g., smart working), avoiding any discrimination during extended periods of absence from work, maintaining constant contact, facilitating reintegration at the end of such periods, and monitoring the psychophysical integrity of all employees.
- Engaging all stakeholders and supporting external initiatives aimed at promoting the appreciation of diversity, inclusion, and gender equality, endorsing sports, cultural, and welfare activities. Additionally, consistent support is directed towards the S. Zeno Foundation, the originator of projects and virtuous paths leading to change.

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