

**DIVERSITY POLICY, INCLUSION,
AND GENDER EQUALITY**

COOPROGETTI SOC. COOPERATIVA

For Cooprogetti cooperative society (Entourage COOPROGETTI) each person represents a unique and unrepeatable individual, with his own personality, history, culture, competence and skill.

Cooprogetti believes that diversity is a value that must be protected and encouraged with concrete actions in all organizational and management processes, favoring an inclusive work environment, aimed at collaboration and growth with the support of all, encouraging each person to express themselves openly and thus increasing the motivation of each and releasing their potential.

- **Undertakes** to create a working environment free from any direct or indirect discrimination, associative or individual, from any kind of violence or harassment, whether sexual or based on personal, political and cultural diversity;
- **Promotes** an inclusive and respectful culture that involves all people and offers the opportunity to develop their potential;
- **Pursues** a staff selection and management policy aimed at recognition of merit, respect for equal opportunities, diversity and without any discrimination, through a transparent assessment of skills and abilities;
- **Commits** to raising the awareness of all company staff on diversity, inclusion and gender equality through the development of training programmes, communication campaigns and specific diversity, inclusion and gender equality projects;
- **Pursues** the objective of ensuring that all workers treat others at all times with dignity, respect and equity, showing a conduct that reflects inclusion and supports the ethical values of society;
- **Commits** to respect all existing norms and laws and to be inspired by best practices in diversity, inclusion and gender equality;
- **Ensures** commitment to training and promotion of people, improving the professional development of own resources, inspiring all employees to reach their full potential and supporting the exchange of best practices across the organisation.

Therefore, any form of discrimination on cultural, ethnic, skin colour, gender, sexual orientation, religion, nationality, age, disability, political opinion, trade union membership will never be tolerated, marital status, health status and any other social status, personal property or opinion.

This Diversity, Inclusion and Gender Equality Policy (DIPG) commits all people working at COOPROGETTI in relations with colleagues, customers, suppliers, partners and all those with whom they come into contact in the performance of their work. This applies to all employees, candidates in the selection process, contractors, suppliers, customers and all interested parties in general.

The Management System for Diversity, Inclusion and Gender Equality is designed, implemented and updated to meet the requirements of ISO 30415:2021 and PdR 125:2022.

The principles that form them are:

- **Recognize diversity:** value all people intrinsically, individually and as groups, protecting their elements of diversity;
- **Effective governance:** promote management engagement with DIPG through the adoption of inclusive and gender-responsive systems, policies, processes, practices and organizational strategies;
- **Act responsibly:** act ethically and socially responsibly, promoting productive employment and decent work for all;
- **Working in an inclusive manner:** enabling and developing an accessible and respectful work environment that promotes inclusion and a sense of belonging;
- **Communicate in an inclusive way:** recognize the needs of people who join the organization, respond to their needs by adopting appropriate and different communication strategies;
- **Support and disseminate DIPG:** actively influence and promote inclusive organization also in relations with stakeholders.