POLICY FOR DIVERSITY AND INCLUSION

The particular nature of service companies, which directly touches the issue of diversity and inclusion, means that our organization falls within one of the sectors most sensitive to social problems.

The particular composition of the company staff, characterized by different demographic and personal characteristics, entails the adoption of a governance system aimed at considering diversity and inclusion as a fundamental objective of one's organization.

The D&I Policy—together with the Gender Equality Policy, the Social Responsibility Policy, the Code of Ethics, and the zero-tolerance Code of Conduct regarding workplace harassment—applies to all employees (at every stage of the employment relationship, from the recruitment process and role assignment to professional development and the termination of employment), as well as to clients, users, and all stakeholders.

To achieve these objectives, the Management considers it essential:

- respect for the person through good education in manners and language;
- the non-adoption of discriminatory behaviors (eg age, race, sex, sexual orientation, religion, political opinions, physical handicaps, nationality, social status);
- full compliance with national and international laws, codes, regulations, directives;
- a communication that takes into consideration the different skills of expression, understanding of the language, education of all the stakeholders;
- the utmost attention to ensure an accessible workplace that respects diversity, which guarantees the health and safety of all stakeholders and which promotes inclusion and a sense of belonging;
- promoting adequate employment and decent work, ensuring equity and inclusion throughout the human resource management life cycle;
- the identification and elimination of unfair treatment in the definition and assignment of roles;
- the promotion of work-life balance through mobility and flexibility initiatives.

In order to ensure the achievement of the Diversity and Inclusion objectives, the Management provides the necessary resources, time, support and funding.
The person in charge of maintenance and continuous development identified to deal with Diversity and Inclusion, personnel management and relations with stakeholders must report on all the activities implemented to achieve the objectives identified.
The organization considers that working in an inclusive way can bring a competitive advantage in terms of ideas and contributions from all stakeholders.

In order to eliminate any form of discrimination and disparity, anyone can report any non-compliant behavior, without any form of retaliation, discrimination or penalization to the organization according to the company procedure.
The organization will verify the report and guarantee the anonymity of the whistleblower and the reported person and will define any actions to be taken.

The policy is approved by the Board of Directors and the Head of Maintenance and Ongoing Development periodically assesses the need for updating in relation to developments in Divertiti, Inclusion and Gender Equality and the con text.
The contents of the Policy are disseminated through awareness-raising and training activities and the same is distributed on all sites and published on the site www.miorelliservice.it.

Miorelli Service Spa
L'Amministratore Delegato
Dott. Alessio Miorelli