

## DIVERSITY, INCLUSION AND GENDER EQUALITY POLICY

### INTRODUCTION

Aligned with the indications of the Board of Directors and with best practices in the field, Italgas is committed to developing programs and actions dedicated to enhancing diversity, inclusion and gender equality in all its applications, starting from formalizing and adopting a specific policy.

The **diversity, inclusion** and **gender equality** policy is issued by the Chief Executive Officer in agreement with the Steering Committee for UNIPDR 125/2022 Certification and promotes the implementation of the fundamental principles of Italgas' Code of Ethics and the Policy for the prevention of discrimination and the protection of dignity addressed to all employees of the Italgas Group.

There is also a specific Policy for the diversity of corporate bodies dedicated to the Board of Directors, the Board Committees and the Board of Statutory Auditors of Italgas S.p.A.

### OBJECTIVES AND PURPOSES

Italgas recognises and supports the importance of promoting **equal opportunities**, appreciating the value of **diversity** and enhancing the **uniqueness** of people.

Diversity is considered a **strategic advantage** for Italgas as it allows us to create an inclusive work environment that encourages **collaboration** and **creativity**, in which people's contributions are equally considered in decision-making processes, and it allows people to **develop their potential** and **increase their motivation**.

Therefore, **inclusion** has been incorporated into the Italgas Group's Mission and it is one of the **key words of the Leadership model** defined in 2022.

Italgas is aware of the importance of welcoming the heritage and experience from the different areas in which it operates, developing a shared **common identity** that is attentive to the communities' needs, quality of service and creating a **culture of gender equality** that guarantees the pursuit of **performance excellence** by recognising **talent** and sustainability.

Italgas is also aware of the importance of integrating the experience, talent and motivation of the people it hires and places within its organization with those of the

people already working in the Group and is committed to promoting a **culture of inclusion** aimed at enhancing all forms of diversity, involving all people and offering them **the opportunity to fully develop their skills and their talent**, in line with the business objectives.

The Diversity, Inclusion and Gender Equality Policy is addressed to all Italgas Group employees and is shared with the **stakeholders, suppliers and customers**.

## COMMITMENTS

Italgas **opposes any form of discrimination in employment** and, to this end, is committed to attracting and hiring people with different backgrounds and abilities, pursuing gender equality during the selection and recruitment phase by identifying an **inclusive list of candidates** with a **meritocratic logic**.

Italgas is committed to accepting all differences related to **age, gender, marital status, ethnicity, nationality, religion** or other beliefs, **sexual orientation**, social and educational background, family and welfare responsibilities.

Italgas is committed to creating a work environment free from any direct or indirect discrimination, and from any type of **violence or harassment**, whether sexual or based on personal, political and cultural diversity. Italgas' goal is to ensure that all its employees treat others with **dignity, respect** and **fairness** at all times, showing conduct that reflects inclusion and supports the Group's values.

Italgas is committed to adopting a performance management system capable of creating **development plans** entirely based on **merit**, which favours dialogue between managers and collaborators, uses feedback for continuous improvement, and evaluates the diversity and inclusion component in the organizational leadership model.

Italgas, driven by the Millennium Development Goals (MDGs) proposed by the United Nations and in line with the Sustainable Development Goals (SDGs) of the 2030 Agenda, aims to achieve gender equality and is committed to adopting a talent development system that offers equal opportunities for professional development to people, without any discrimination, inspiring all employees to reach their full potential. Italgas enhances the individual and collective potential of its employees, developing the talent pool, recognising that people of different backgrounds and experience can create value for the organisation.

The Group's **training** process ensures that all employees are made aware of gender equality, the enhancement of differences, the recognition of unconscious biases and the development of **inclusive communication** skills.

These topics are part of an Inclusive Leadership program which is one of the pillars of the IGAcademy established at the beginning of 2023.

Specifically for the purpose of developing women's empowerment, Italgas is committed to promoting processes for the acquisition of skills, autonomy and power, recognising the specific needs and experiences of women.

Italgas is committed to adopting a succession planning system that pursues meritocratic logic, is independent of gender influences, and offers equal opportunities with the aim of seeking gender balance in managerial positions.

Italgas undertakes to adopt short, medium and long-term remuneration policies based on performance and the results achieved, the recognition of assigned responsibilities and professionalism, the quality of the professional contribution, merit, equal opportunities, and equal remuneration.

Italgas is committed to improving the **work-life balance** of its employees by adopting **flexible working tools** (e.g. *smart working*), also avoiding any discrimination during periods of long absence from work, maintaining constant contact and favouring their reintegration at the end.

Italgas is committed to preventing and countering **sexual harassment** in the workplace, running **awareness campaigns**, increasing awareness in its people so that their behaviour is compliant with this Policy.

Italgas undertakes to protect the anonymity of those who report episodes of harassment through an **anonymous reporting** system, monitor any non-compliant behaviour through a reporting system, and sanction non-compliant behaviour.

Italgas is committed to pursuing the continuous improvement of its gender equality management system, adopting audit and review practices and tools that allow it to monitor and improve its performance; and, in order to ensure the measurement of its maturity level, Italgas has identified its variables relevant to inclusiveness and respect for gender equality, assigning the specific % and their KPIs. In addition, there is a specific focus on people who leave the Group for gender-related reasons (non-return from

maternity leave, failure to reconcile work and private life, etc.), collecting and analysing feedback to identify areas for improvement.

Italgas, inspired by the high values of the Italian Constitution, undertakes to fully comply with all the benchmark regulations and practices in the field of diversity, inclusion and gender equality as well as to adopt the international standards of reference.

## APPLICATION AND DISTRIBUTION

Italgas firmly believes that, in order to create and sustain an inspiring inclusive culture, all its people must know and identify themselves in this Policy, respecting and promoting all aspects of it in relations with **colleagues, external suppliers, sales companies, users** and all those with whom they come into contact.

The Policy applies both when employees work within the company and at its various locations, and when they work in areas outside of the company premises, in all work situations.

Managers and those who manage and supervise human resources, i.e., who are involved in the recruitment, selection, promotion and training of employees, have a particular responsibility to support and actively defend D&I for the practical application of the Diversity, Inclusion and Gender Equality Policy.

Milan, 19 April 2023

CHIEF EXECUTIVE OFFICER

Paolo Gallo