

POLICY FOR THE PREVENTION OF DISCRIMINATION AND THE PROTECTION OF THE DIGNITY OF GROUP PERSONNEL

Foreword

In line with best practices, Italgas is committed to developing programmes and actions dedicated to the prevention of discrimination and the protection of the dignity of Group personnel with the intent to maintain the best conditions of internal occupational well-being, ensuring a working environment inspired by the principles of equality and protection of the freedom, dignity, and inviolable rights of individuals.

As a signatory of the UN Global Compact since 2018 and referring to the constitutionally enshrined principles of gender equality, European legislation on the protection of the dignity of its personnel in the workplace and Italian legislation¹, Italgas adopts this policy.

Aim and underlying principles

1. All Group employees have the right to be treated with equal dignity and respect.
2. The Group aims to guarantee and ensure a working environment underpinned by the protection of the dignity and inviolable rights of individuals and principles of respect and fairness in interpersonal relations. The Group does not tolerate any form of discrimination or harassment, whether physical or psychological.
3. The Italgas Group prohibits all discriminatory conduct and guarantees all workers equal working conditions with no distinction related to gender, age, ethnicity, social background, political opinion, religion, gender, sexual orientation, disability or any other element for possible discrimination.

Discrimination

As defined in the Code of Ethics and referred to in the Diversity and Inclusion Policy, the Italgas Group is committed to avoiding any and all forms of discrimination in employment contexts and promotes a culture in which people acknowledge the value added by diversity.

The Italgas Group is committed to welcoming all differences related to age, gender, marital status, ethnicity, nationality, religion or other beliefs, sexual orientation, social and educational background, familial and care responsibilities.

The Italgas Group is committed to creating a work environment free from direct or indirect discrimination and any type of violence or harassment, whether sexual or based on personal, political or cultural differences.

¹ In particular, reference is made to the current legislation: Legislative Decree 198/2006 "Code of equal opportunities between men and women, pursuant to Article 6 of Law no. 246 ", Directive 2006/54/EC, Directive 2000/78/EC and national collective agreements, where applicable.

The Italgas Group aims to ensure that all its people interact with those around them with dignity, respect and fairness, demonstrating a conduct that reflects inclusion and supports the values of the Group.

The Group is committed to recruiting, training and promoting the best people for the work at hand, promoting professional development, incentivising all employees to reach their full potential, adopting performance and merit-based compensation systems and supporting the sharing of best practices throughout the organisation.

The Italgas Group aims to enhance the individual and collective strengths and potential of its people, creating and developing its pool of talent, recognizing that people with different backgrounds and experiences can bring value to the organization. Inspired by the values of the Italian Constitution, Italgas is committed to fully complying with all regulations regarding diversity and inclusion.

Harassment and bullying in the workplace

The Italgas Group promotes the development of working methods aimed at obtaining greater organisational well-being. The Italgas Group requires that, in both internal and external working relationships, no violence nor harassment nor attitude however attributable to bullying practices are perpetrated. All are prohibited without exception.

For example, these include:

- Creating an intimidating, hostile, isolating or otherwise discriminatory working environment for individuals or groups of workers;
- Creating unjustified interference with others' work performance;
- Arbitrarily impeding the professional growth of others;
- Eliciting staff to accept sexual favours or other types of coercion by abusing the influence of a role.

Whistleblowing and disciplinary responsibility

Pursuant to the provisions of the Compliance Standard "Anonymous and non-anonymous reports received by Italgas and its subsidiaries", any individual is free to make use of the specific whistleblowing channels provided by Italgas to report conduct that goes against the principles outlined in this Policy, which, if confirmed, will be subject to a disciplinary sanction.

Sanctions will be imposed in proportion to the severity of the act and based on the protection of the victim, regardless of the position held by the person involved.

The reporting channels are available on the company's website and accessible both to internal staff and to third parties who in any capacity have a relationship with the Italgas Group.

Dissemination, training and updates

The Italgas Group undertakes to review annually the need for any additions to this Policy following significant changes linked to the Group's strategy.

Italgas employees and external stakeholders are made aware of this Policy by means of appropriate information and training activities intended to promote awareness of the principles contained herein.

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