



DIVERSITY AND INCLUSION POLICY



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1. DIVERSITY AND INCLUSION POLICY

Developing human capital based on merit, professional skills, proper conduct, honesty and trust, while fostering an inclusive work environment that is open to diversity is the foundation on which ASTM has built its personnel policies.

1.1. Purpose

Everyone is unique and diverse with their own personality, history and skills.

ASTM S.p.A. ("ASTM" or the "Company") recognises that its employees' diversity plays a part in its success and works to enhance their experiences, abilities and qualities every day.

Diversity includes all the differences that make people unique.

ASTM believes that diversity, in all its manifestations, represents a strategic advantage as it leads to cultural openness and enrichment, fostering an inclusive work environment centred around teamwork and creativity. The value of diversity is conveyed within the company by encouraging every person to freely express themselves so that they are able to achieve their potential and increase their motivation.

At ASTM, everyone can achieve their ambitions in line with the ambitions of the Company.

Along with the Code of Ethics, the Diversity and Inclusion Policy applies to all Company employees, collaborators, candidates in the selection phase, contractors and suppliers. Furthermore, anyone who carries out activities for ASTM undertakes to comply with all applicable laws and regulations currently in force.

1.2. Our Commitment

The Company recognises that its personnel are the most important resource required to carry out its business and strives to guarantee equal opportunity – at all stages of the working relationship, including the selection process, the assignment of roles, professional development and the end of the working relationship – and prevent any form of discrimination in terms of employment or occupation and promote a culture in which personnel recognise the value of a diversified and inclusive workforce.

Discrimination in any form, based on ethnicity, race, skin colour, gender, sexual orientation, religion, nationality, age, political opinion, trade union membership, marital status, health status or any other social status or personal characteristic, is not tolerated. Therefore, the Company:

- Strives to create a work environment that is free from any form of direct or indirect discrimination, whether collective or individual, or any type of violence or harassment, including sexual harassment and harassment based on personal, political or cultural diversity.
- It aims to promote an inclusive culture based on mutual respect that engages all personnel and offers them the opportunity to develop their talent.
- It adheres to a personnel selection policy that aims to recognise merit, in compliance with equal opportunity principles. This policy is applied by conducting a transparent assessment of skills and competencies. Any career opportunity or professional advancement will be handled without any kind of discrimination and while respecting diversity.
- It is also committed to training and promoting personnel, improving the professional development of its resources, inspiring all employees to achieve their full potential and supporting the sharing of best practices across the entire organisation.
- It seeks to ensure that all its employees and collaborators treat others with dignity, respect and fairness at all times and that they demonstrate conduct that reflects inclusion and supports the values of the Company.

ASTM aims to ensure that it can effectively utilise the skills of all its employees by drawing on their diverse range of talents, aware that people with different experiences and competences can create value.

ASTM is committed to complying fully with all diversity and inclusion regulations, as well as the best practices of the countries in which the Company works.

1.3. Recipients and Scope of Application

This Policy applies to ASTM S.p.A. and its subsidiaries, with the exception of SIAS S.p.A. and its subsidiaries.

All personnel are obliged to comply with the principles contained within this policy in all relationships with colleagues, clients, suppliers and anyone they come into contact with when carrying out their job.

Particular responsibility for the application, dissemination and implementation of the Diversity and Inclusion Policy is attributed to management who are involved, by virtue of their positions, in the daily management and supervision of employees, as well as in the personnel hiring, promotion and training processes.



1.4. Policy Approval and Update

By resolution of the Board of Directors, ASTM S.p.A. approves this Diversity and Inclusion Policy and promotes its adoption by all its subsidiaries (with the exclusion of SIAS S.p.A. and its subsidiaries) which will adopt this document independently by resolution of their own administrative bodies, ensuring the timely adoption of the same by their respective subsidiaries.

ASTM and its subsidiaries will work to encourage the implementation of this Policy by the companies in which it holds a non-controlling interest (including joint ventures).

This Policy is subject to regular review when the national and international regulations – which are referred to as best practices – are amended or judicial interpretations change or whenever necessary.