



MANIFESTO FOR EQUALITY

DIVERSITY, EQUITY AND INCLUSION IN THE ACEA GROUP

WE ARE COMMITTED TO

Recognising and valuing the Diversity of each individual for personal and professional growth and for the growth of our Company.

Creating a working environment based on dialogue, respect, listening and appreciation of each person by promoting values inspired by gentle leadership, the principles of equal opportunity and ethics.

Adopting inclusive attitudes against discrimination due to gender identity, sexual orientation, being differently abled or due to health conditions, visible or not, due to different religion, ethnicity, age.

Overcoming conscious and unconscious bias in relationships with colleagues, making to most of the unique traits that differentiate us for sustainable growth and value creation.

Fostering, without any prejudice, decisions on hiring, training and career development based on the skill, merit, experience and professional potential that people possess.

Encouraging an inclusive work environment, where everyone can feel free to be themselves and enjoy freedom of thought.

Recognising the Family as people's emotional nucleus, irrespective of the gender and sexual orientation that make it up and encouraging the application of policies related to the LGBTQIA+ community.

Promoting and supporting greater gender parity in the work environment through the creation of concrete initiatives.

Encouraging generations to come together, useful for enhancing experiences and sharing different points of view, adopting behaviour that combats age-related biases, aware of the richness that arises from these encounters.

Communicating our dedication to all our suppliers and stakeholders in order to involve them and encourage them to respect and expand on our principles with regard to Diversity, Equity and Inclusion.

Being all considered equally, while respecting our individuality, not different in our equality, but equal in our diversity.