



**CORPORATE POLICY
FOR GENDER EQUALITY
AND THE PROTECTION OF DIVERSITY,
FOR EQUITY AND INCLUSION**



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Foreword

GranTerre and the Group Companies (Salumifici GranTerre, Caseifici GranTerre, Logistica GranTerre) are committed to promoting an organisational culture that values diversity, equity and inclusion in the corporate context, aware that gender equality and inclusion are fundamental to the long-term success of the company and the well-being of employees.

For this reason, GranTerre is committed to developing projects and concrete actions that enhance inclusion and ensure equal opportunities for all people, regardless of sex, gender identity, ethnicity, sexual orientation, disability, age and other individual characteristics.

This Policy - aligned with Goals 5 and 10 of the 2030 Agenda - establishes the fundamental principles, purposes, objectives and good practices that guide the Group towards promoting an inclusive, fair and open work environment, regardless of any form of diversity, constantly striving to promote the fundamental values of the company's Code of Ethics, in particular as concerns respect for people and a sense of belonging.

This Policy is directly addressed to the employees of all the companies of the GranTerre Group.

Objectives

GranTerre and the Group companies are committed to achieving the following strategic objectives:

- To promote the culture of diversity and equal opportunities in the company - at all levels - and in relationships with stakeholders.
- To offer equal opportunities for professional growth based on skills and expertise, ensuring fair career paths for all workers.
- To promote a work environment where all diversities are respected and valued.
- To enhance the balance between professional and private life through initiatives for parenting and work-life balance.
- To prevent any form of physical, verbal or digital abuse in the workplace.
- To foster an environment of collaboration and dialogue at all hierarchical levels, supporting the collective commitment towards achieving the objectives.
- To implement internal communication policies that promote gender equality and the protection of diversity.



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To achieve the objectives set, when carrying out their corporate activities, GranTerre and the Group companies promote projects and actions aimed at continuous improvement in relation to:

- **Culture and Strategy:** to ensure the conditions for an inclusive environment, free of gender stereotypes. In particular, GranTerre is committed to promoting a culture based on meritocracy and respect for people, regardless of gender, ensuring professional growth and internal mobility, in line with the principles of an inclusive organisation that respects equal opportunities.
- **Governance:** to implement a governance model aimed at defining adequate organisational controls and to ensure equal opportunities for access to the management and control bodies through processes aimed at identifying and remedying any instance of non-inclusion.
- **HR processes:** to ensure gender equality and equal opportunities in research and selection processes, in professional growth, in career paths.
- **Remuneration Equity:** to balance remuneration with a total reward approach, therefore by also including non-monetary compensation such as welfare systems and personal well-being.
- **Parenting Support:** to adopt organisational methods and solutions that allow workers to reconcile their work-life balance, with tools such as (for example) vertical PT during alternate weeks.

Dissemination, implementation and monitoring of progress

With a view to maximum transparency and continuous improvement, the company undertakes to:

- disseminate this Policy through internal and external communications, training and awareness-raising activities and through publication on the website;
- periodically review the Policy to verify its adequacy and compliance with the evolution of the company context and of the reference regulations;
- constantly monitor progress in terms of gender equality, diversity and inclusion through clear and measurable indicators.

Management is responsible for ensuring the implementation and effectiveness of the Policy. Every employee must actively promote gender equality and inclusion in their respective areas of jurisdiction. Furthermore, the company's leadership will be duly trained to ensure that strategic decisions are inclusive and respect the principles of diversity.

GranTerre strongly encourages all its stakeholders to report any illegal activity, as well as behaviours that are not aligned with the principles expressed in this Policy or that cause damage or prejudice, including to the image of the Group companies. To this end, the Group has implemented specific rules and a reporting process to provide secure channels to potential whistleblowers that guarantee the confidentiality of their identity as well as of the information contained in the report and their protection against possible retaliation. The Granterre Group has made available a digital platform in order to ensure the effectiveness and confidentiality of the reporting process and to provide broad and indiscriminate access to all those who wish to make a report: <https://granterre.whistletech.online/#/>

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www.granterre.it

