

## Diversity and inclusion

The main objective of La Sia SpA is to encourage the uniqueness of each person and the multiple diversities that we consider the key to the success of our activities. For this reason, we promote a culture that is open to diversity and that encourages inclusion.

The Company is committed to supporting the values of diversity and inclusion through the adoption of business, organizational and management processes based on respect for people's rights and freedoms.

To this end, the path undertaken passes through an approach aimed at safeguarding and integrating diversity, at implementing a proactive strategy to overcome cultural stereotypes and to identify and address those factors that prevent inclusion in the workplace.

The Company believes in the principle of equal treatment of all colleagues based on professional skills and abilities.

We do not tolerate any form of discrimination and we operate impartially guaranteeing equal opportunities in all forms.

La Sia is committed to creating an inclusive work environment in which all employees have the opportunity to participate in business processes without barriers, either explicit or implicit.

La Sia promotes work-life balance as a key factor to support the needs of integration between private and professional life for the full expression of the potential of each individual.

In this context, on April 19, 2021, the Sole Director issued an executive decision for the definition and dissemination of the Company Policy on diversity and inclusion with the aim of promoting diversity in all its forms to maximize opportunities and create value within the workplace, also obtaining a corporate competitive advantage.

In all corporate processes and activities, starting with the selection of personnel, La Sia guarantees equal opportunities and protection, and favors the application of all actions in support and protection of maternity and paternity. In particular, on **gender diversity**, equal opportunities, professional development and overcoming discrimination or prejudice are valued, the sharing of family responsibilities and the removal of potential obstacles to the full development of human and professional potential. On the **generational mix**,

the Company ensures the harmonious representation of all age groups and recognizes and values the strategies for the development and management of the needs of the different generations and the application of policies that aim to encourage intergenerational dialogue and comparison.

La Sia recognizes equal opportunities to all its people regardless of sensory, cognitive, and motor **disabilities**. It undertakes to implement concrete measures to promote the integration and inclusion of people with disabilities by fully enhancing the talent, professional development, and skills of each one as well as the elimination of cultural, sensory, and physical barriers. The **intercultural** vision is valued in order to promote mutual respect and enrichment and systematize the mix of different cultures and organizational and social cooperation within the company.

LA SIA SpA  
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