



Diversity & Inclusion Policy

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Scope and target

This document outlines Edison Group's (Edison for the purposes of this document) Diversity & Inclusion values and principles, aimed at creating a fair, equal, multicultural, respectful, inclusive, genuine and plural workplace as well as at building an equally cohesive, safe and inclusive corporate community, where every person has an opportunity to express themselves and grow in a stimulating environment, to share experiences and responsibilities and to engage in constructive debate with their colleagues as a way to foster both individual and collective development and to create a heritage to defend and highlight.

Edison encourages equal opportunities and rejects all forms of discrimination, in order to develop everyone's human and professional potential in an open and inclusive workplace, based on meritocracy and on everyone's engagement, in an environment made of people who believe in expertise, sustainability, progress, innovation and in the creation of social as well as economic value in the territories where the company operates.

Edison believes that Diversity means Plurality, a welcoming and authentic appreciation of all that makes us unique and unequalled, including age, gender, religious, political and union convictions, educational background, sexual and affective orientation, health status, conditions of different abilities - psychic, psychological, cognitive and physical - ethnic and geographic origins, social and cultural conditions, and family circumstances.

Edison believes that Inclusion means openness, listening, acceptance, appreciation and an active search for a 'different' and alternative point of view. Therefore, Edison is committed to ensuring that all individuals and social groups, especially the fragile ones, can have the same concrete opportunities to achieve their full potential, feel part of the Company, live serenely in the workplace and feel fully appreciated for their skills, the professional and personal experiences they bring, thanks to an understanding and appreciation of the differences and unique talents of each individual.

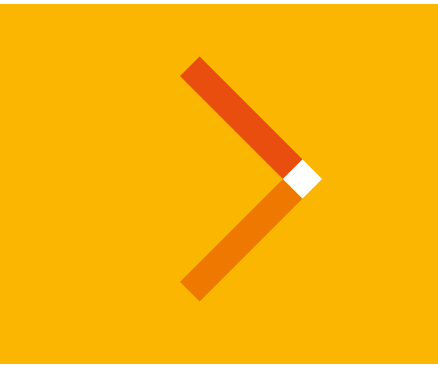
The Diversity and Inclusion Policy integrates and is consistent with the Code of Ethics and the Edison Group's Human Rights Policy, constituting a specific qualifying part of the Diversity & Inclusion Policy, and applies to all Divisions, Business Units, Departments, Corporate Functions, Offices and Sites and to all Edison SpA subsidiaries in Italy and abroad, taking into account the regulatory, social and cultural context of the foreign country. It constitutes a general policy and reference also for non-subsidiaries through which Edison operates.

Regulatory framework of reference

The D&I Policy pledges, in particular, to comply with the following related international and national regulations:

- 1948 UN Universal Declaration of Human Rights, which enshrines the fundamental principle of the equality of all people, without discrimination of any kind
- 2030 Agenda for Sustainable Development: SDG 5 on gender equality, SDG 8 on decent work and SDG 10 on reducing inequality
- The 10 UN Global Compact Principles, with particular reference to Principles 1 to 6 promoting respect for Human Rights and Labour Rights
- UN Guiding Principles on Business & Human Rights (UNGPs), the related Gender Dimensions and the related Manifesto on Business for People and Society





- UN conventions on the rights of women, elimination of all forms of racial discrimination, rights of the child, rights of people with disabilities
- Declaration on Fundamental Principles and Rights at Work and the ten core International Labour Organization (ILO) Conventions promoting equality of opportunity and fair treatment in employment
- ILO Convention C190/2019 on gender-based violence and harassment in the workplace
- Italian Constitution, which recognises and protects the fundamental rights of citizens, including the principle of equality (Article 3) which prohibits discrimination of any kind
- Law 300/1970 (Workers' Statute), which establishes the fundamental principles of workers' rights and includes provisions on non-discrimination in employment
- D. Legislative Decree no. 216/2003 (Code of equal opportunities between men and women), which also transposes the European directives on gender equality
- D. Legislative Decree no. 81/2008 (Consolidation Act on health and safety at work), which regulates health and safety at work in Italy, stressing the importance of ensuring an inclusive, safe and non-discriminatory working environment
- Law 162/2021 on gender equality, which strengthens the protection of gender differences in the workplace, and the related Reference Practice UNI/PdR 125:2022, which defines the minimum parameters to be met in order to obtain gender equality certification.

General principles and best practices in Diversity & Inclusion

The non-discrimination, equal treatment and equal opportunities principles Edison pledges to adopt and respect across all corporate processes, including by way of promoting and devising dedicated programmes and initiatives, are listed below.

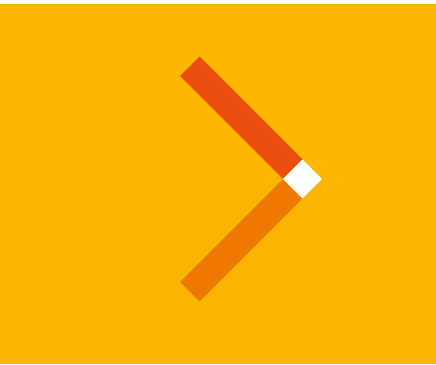
Culture and awareness

- to disseminate, through dedicated training programmes, a culture geared towards the inclusion of diversity in all its forms and meanings, going beyond stereotypes and individual and collective cognitive biases
- to promote inclusive leadership and management across the entire organisation
- to highlight the importance of inclusiveness within the annual assessment of performance and managerial development
- to facilitate the exchange of knowledge, as well as dialogue and cooperation between colleagues of different ages with a view to encouraging integration and the development of a multi-generational environment
- to create opportunities for debate on social dialogue.

Recruiting and selection

- to extend, strengthen and broaden employer branding in all communities in the countries where Edison operates (e.g., partnerships with schools and universities) in order to increase the number of people potentially interested in working with the Company
- to devise a selection strategy and a related policy that guarantees that the principles of equal opportunities and non-discrimination are applied throughout the organisation, taking into account the skills and professionalism needed by the company and available on the market.





Training and development

- to ensure equal opportunities for professional development and growth according to meritocratic principles free from discrimination of any kind
- to implement specific protocols aimed at preventing the gender pay gap, encouraging generational exchange, facilitating acceptance, integration and maximum expression by all social categories (parents, care givers, people with disabilities, neurodivergent people, etc.)
- to define a structured Training and Information Plan within Edison at all levels, based on the specific aims and needs, on D&I issues, with particular reference to inclusive language and behaviour, gender equality, harassment, unconscious bias, stereotypes, principles pertaining to human rights, non-discrimination and equal opportunities as referred to by the International Labour Organisation (ILO) conventions
- to guarantee employability and continuous updating through systematic training courses aimed at up-skilling and re-skilling, also to favour the inclusion of all generations represented by Edison
- to develop projects to support women's empowerment.

Health and wellbeing in the organisation

- to promote organisational wellbeing and people's motivation, also by expanding the offer of corporate welfare services and tools to support work-life balance needs and situations of personal fragility
- to promote activities to prevent, combat and remove all forms of abuse (pursuant to ILO Convention C190/2019, art. 1)
- to ensure the application of the Edison Group's guidelines on Health and Safety with regard to the lay-out of company offices and industrial sites in order to provide persons with disabilities with adequate working conditions and access.

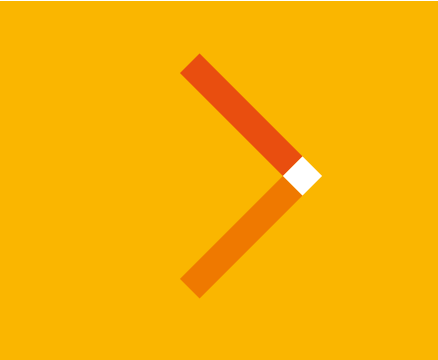
Equal pay

- to ensure fair, transparent and non-discriminatory remuneration policies based on meritocratic and objective criteria;
- to counter and prevent the gender pay gap.

Internal and external communication

- to use internal communication channels, means and tools that are fully accessible in physical, language and cultural terms
- to use accessible communication channels, means and tools to encourage maximum dissemination of D&I, caring and welfare initiatives offered by Edison to colleagues also at an international level
- to promote and facilitate constant and pervasive communication of inclusive strategies in order to consolidate an organisational model based on respect for and appreciation of diversity among people,
- to make use of physical and digital external communication channels, means and tools that are fully accessible in physical, language and cultural terms
- to promote and enhance inclusive strategies and behaviours to consolidate, outwardly, Edison's organisational role modelling that is fair, inclusive and promotes equal opportunities.





Roles and responsibilities

In consideration of the strategic relevance D&I issues have for Edison, the Group Executive Committee has been chosen as the guiding and controlling body for the D&I policies promoted and developed by the Diversity & Inclusion Function.

Edison S.p.A. and the other Companies subject to management and coordination will adopt this D&I Policy and promote its principles, commitments and objectives.

Each Company will guarantee its correct and constant implementation and monitoring, as well as specific training for personnel.

Monitoring of risks, monitoring and management of reports and defaults

The Diversity & Inclusion Function ensures that D&I policies are applied, and updated, and will identify KPIs for measurement including with reference standards functional to non-financial reporting and in general to the public reporting standards to which the company is subject.

D&I programmes will be monitored by means of annually reported indicators that also include corporate ESG objectives.

Edison prevents, discourages and manages any violation of the abovementioned principles - including any conduct that takes the form of bullying, violence or harassment, in any shape or form expressed or implemented - in order to protect its employees.

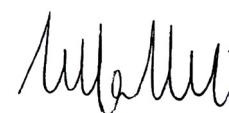
Edison supports initiatives aimed at reporting to the Company any behaviour acted and/or suffered by its collaborators in violation of this policy, in compliance with the principles of privacy of the person concerned, as defined in the Whistleblowing Policy.

Communication, review, and document updates

The Edison Group pledges to disseminate the Policy and D&I initiatives as widely as possible to all interested stakeholders, particularly through its proprietary communication channels - e.g. the Group's Internet and Intranet websites and social media outlets - and through the conduct of its internal and external stakeholders.

The Policy will be periodically updated by the Diversity & Inclusion Function, taking into account the evolution of the regulatory framework, the social context and the evidence that will emerge from the assessments and indicators reported.

15 September 2023



Nicola Monti
CEO



In the case of contradictions or discrepancies between this language version and the original Italian version the Italian language version shall prevail.