



Diversity Equity Inclusion Policy

At *FAGGI ENRICO S.P.A.*, we celebrate diversity, promote equity in our culture and practice inclusion. We believe that our diverse workforce and our people's perspectives and experience strengthen our culture and improves the delivery of our business products and services.

Diversity, Equity and Inclusivity is a key value, and we embed these values through the following commitments:

- Establishing processes and systems that are:
 - respectful and welcoming of diversity
 - inclusive and accessible and
 - regularly communicated and reviewed.
- Adopt curious and imaginative approaches in our pursuit of equal opportunity for all and to break down barriers.
- Provide learning opportunities to increase the capability of our employees to support people from diverse cultures including marginalised groups.
- Support the recruitment and career development of people from diverse cultures including marginalised groups.
- Ensure our communications are inclusive and accessible, by using appropriate methods and information.
- Maintain a workplace culture that is safe and welcoming for people to be themselves and be able to share information about their identities to strengthen our respect for diversity and inclusion.
- Monitor our desired culture so that we can improve the ways we can build connection and understanding through our relationships with each other.

We are curious and imaginative in our pursuit of equal opportunity for all. We are courageous in our work to break down barriers. We are respectful and welcoming of diversity.

Sesto Fiorentino: 10.10.2025

CEO Cav. Lav. Gianni Faggi