



DIVERSITY, EQUITY & INCLUSION COMMITMENT STATEMENT

A2A considers the empowerment of its people to be fundamental in order to ensuring a lasting and equitable success and the creation of important benefits for the Group and for the territories in which it operates. Being a *Life Company* means striving every day to build a sustainable future, generate value for Communities and maintain the high quality of our services.

The A2A Group believes that diversity and individuality:

- are values that must be recognised, acted upon and protected with concrete and pervasive actions in the various areas of the organisation;
- are a source of competitive and strategic advantage, as they multiply the possibilities of generating contributions, new ideas and innovative solutions through the uniqueness of people and individual features.

In implementation of the contents of the **Code of Ethics**, the **Human Rights Policy** and the **principles of the Global Compact**, to which the Group adheres, this Statement aims to be the founding element of the Group's commitment to *Diversity, Equity & Inclusion* issues, for the achievement of an inclusive and innovative climate, based on respect, ethics and equal opportunities, free of all cultural stereotypes.

The group, therefore, commits itself to:

- **DISSEMINATE INCLUSIVE CULTURE AND LEADERSHIP:** the Group believes that it is the duty of each individual to take action in order to recognise and include the diversity present within him or her and to spread a culture of diversity and equal opportunities at all levels, ensuring that all employees are treated, in every business path, with respect and fairness. In order to make this goal a reality, A2A is committed to continuing with the path, already begun, aimed at developing a culture of inclusion and to launching annual awareness-raising initiatives aimed at developing greater awareness of *Diversity, Equity & Inclusion* issues.
- **DO NOT DISCRIMINATE:** operate according to impartiality, not allowing for any form of direct or indirect, multiple and interconnected discrimination in relation to gender identity and sexual orientation, age, disability, health status, ethnic origin, nationality, political opinion, social category of membership, and religious faith.

Non-discrimination also means:

- **ENSURE EQUAL ACCESS TO EMPLOYMENT, ECONOMIC TREATMENT, AND PROFESSIONAL DEVELOPMENT:** adopt non-discriminatory and merit-oriented selection, training, and development policies, and measures able to neutralise differences in economic treatment between genders, where present;
- **INCLUDE:** integrate *Diversity, Equity & Inclusion* into every business process, pervasively within the Group;
- **ENHANCE COMPETENCES AND TALENTS:** support the professional growth of internal resources by promoting their dignity and integrity and safeguarding their mental, physical, moral and cultural well-being through working conditions that respect everyone's diversity and individuality;
- **RECONCILE WORK AND PRIVATE LIFE:** recognise the relevance of work-life balance while respecting personal needs and choices that are compatible with business plans and the possibilities for their realisation.

In order to ensure the concrete realisation of these intentions, the Group envisages:

- **MONITORING SYSTEM:** indicators to measure the effectiveness of *Diversity, Equity & Inclusion* actions, defining challenging goals in line with the Group's strategic plan; in addition, A2A undertakes to keep active a channel for listening and for the possible collection of reports, with the aim of intercepting situations of discomfort and non-compliance with what is declared in this Statement of Commitment, in order to intervene promptly to facilitate their resolution;
- **THIRD-PARTY ASSESSMENTS:** compare with international ratings and best practices in order to identify and assess any gaps on *Diversity, Equity & Inclusion* goals with a view to continuous improvement.

A2A's commitment to fostering inclusion and valuing diversity has also taken concrete form in the establishment of the "*Diversity and Inclusion*" function, which, together with a dedicated *Inclusion Team*, aims to design, develop and promote initiatives to foster and encourage a culture that values the full expression of individual features and an increasingly inclusive work environment.

This document is available to all employees and other stakeholders for transparency at www.a2a.eu.