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W.P.R. SRL POLICY FOR THE DIVERSITY & INCLUSION

D&I

Approved by the D&I Committee

OBJET

This document defines the principles and guidelines of Diversity and Inclusion (hereinafter D&I) of the company W.P.R. SRL UNIPERSONALE, which aim to promote the integration and implementation of the D&I culture in daily processes and actions. W.P.R. has adopted a Code of Ethics and a Sustainability Report, as well as various internal company policies aimed at guaranteeing and protecting Human Rights. Additionally, it is committed to ensuring the well-being of all employees and improving the conditions in which they work, actively promoting the dissemination of the principles established by national and international regulations."

DEFINITIONS

- Diversity: any type of difference existing among people (cultural, physical, psychological, etc.); it is the presence within the company of a heterogeneous workforce, which can include age, gender, abilities, culture, sexual orientation, as well as religious orientation.
- Inclusion: the opportunity to have one's voice heard and to develop a sense of belonging. Everyone has the same opportunities.

GENERAL PRINCIPLES

W.P.R. believes in a culture based on respect and the enhancement of diversity and equal opportunities across the board.

RECIPIENTS OF THE POLICY

This Policy applies to all personnel and contractors permanently included in the organisation and to candidates who participate in a selection process for entry into W.P.R.

GENDER EQUALITY POLICY

The Policy foresees the adoption and implementation of internal measures and processes to ensure an inclusive work environment that respects the principles of equal opportunities and an adequate use of all resources, whilst impeding any form of discrimination.

In particular, W.P.R. has adopted the following measures and internal policies:

Culture

The identification of cultural, organisational and relational obstacles that prevent full job inclusion and the adoption of measures to remove them, such as, amongst others, the presence of processes that promote internal and interdepartmental mobility in order to better exalt the resource, promote job retention and prevent any instances of bullying.

Language

The internal and external use of communication within the organisation of respectful and inclusive language that takes into account the subjective perception of each worker. To this end, W.P.R. has drawn up a series of guidelines to be distributed amongst its employees.

Training

Planning and offering training courses, across all levels (including senior management), aimed at inclusion and equality, as well as female leadership and empowerment, the recognition of unconscious biases and respect for diversity. W.P.R. has decided to send some tips to its own employees regarding such biases.

Free access and equal participation is guaranteed regardless of gender or level in order to actively affect the culture of the organisation.

Work/life Balance and Parenting

W.P.R. adopts initiatives aimed at facilitating the reconciliation of life and work times for all resources, regardless of gender, such as scheduling flexibility and part-time work upon request, and encouraging the use of paternity leave for a fair division of responsibilities. In response to this, W.P.R. has created a corporate welfare plan which offers an additional 3 days of mandatory parental leave, fully paid, for those who become fathers.

HR AND PERSONNEL MANAGEMENT POLICIES

Remuneration Policies

W.P.R. implements remuneration and growth policies based on equity and performance, aimed at guaranteeing gender equality in order to boost equal career opportunities and succession to top/managerial positions, guaranteeing an ever-greater gender balance with respect to positions of responsibility in complex structures.

Communication

In all its communications, the organisation pursues gender equality, enhances diversity and supports female empowerment.

W.P.R. promotes policies that ensure that genders are equally represented amongst the speakers of panels at both internal and external events, inviting its representatives to decline invitations to events where such equal representation is not foreseen.

MONITORING

In order to verify and monitor the level of inclusion and equal opportunities as well as their perception within the organisation, a specific D&I (Diversity & Inclusion) supervision procedure has been established for reporting any cases of discrimination or harassment as well as submitting proposals and requests for improvement.

Additionally, WPR is committed to:"

- conduct specific internal and anonymous surveys;
- make the Whistleblowing platform of Data Services available to all employees via the link: <https://whistleblowing.dataservices.it/WPR> to report and denounce any form of discrimination, non-inclusiveness, harassment, and any other behaviours deemed incorrect and illegal;
- draft a Whistleblowing Policy aimed at collecting all reports of cases of discrimination, non-inclusiveness, harassment;
- publish this Policy as well as the Whistleblowing Policy on the website <https://wpr-machines.it/> and it will also be disseminated internally through institutional channels.

Chair of the D&I Committee

