



# Diversity & Inclusion Policy

## Fiera Milano Group

4<sup>th</sup> October 2024

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**FIERA MILANO**

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## INTRODUCTION

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Fiera Milano Group ("Fiera Milano" or the "Group"), leader in organizing international exhibitions and events, recognizes the crucial importance of diversity and inclusion as fundamental pillars for the company's success and sustainable growth. The Group is committed to creating a work environment that not only respects but celebrates differences in gender, culture, origin, and thought.

Diversity in gender, culture, and origin is seen as a value at Fiera Milano. Thanks to the unique contribution of each employee, it is possible to create a cohesive, dynamic, and innovative work environment capable of tackling challenges. For these reasons, the Group has embarked on a journey to enhance diversity and support inclusion, starting with a concrete commitment through the development of the Diversity & Inclusion Policy ("Policy" or "D&I Policy"). The objective of this Policy is to define guidelines and commitments regarding diversity and inclusion, based on understanding, respecting, and valuing individual differences within the Group. Fiera Milano is putting in place the measures needed to prevent episodes of discrimination based on:

- age;
- gender;
- sexual orientation;
- disabilities;
- geographical background, ethnicity, nationality;
- religious and political beliefs;
- other individual characteristics.

## 1. PRINCIPLES OF REFERENCE

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The present Policy reaffirms the principles already laid out in the Group's Code of Ethics, which recognizes the importance of a work environment free from any form of discrimination or harassment. In establishing the guidelines and scope of Diversity and Inclusion, Fiera Milano Group has drawn from the following key national and international laws and standards:

- The Italian Constitution, which protects fundamental citizen rights, including the principle of equality (Article 3) that prohibits discrimination based on sex, race, language, religion, political opinions, etc.;
- The United Nations Global Compact, which the group joined in 2023;
- The Declaration on Fundamental Principles and Rights at Work and the eight fundamental conventions adopted by the International Labour Organization (ILO);
- The Universal Declaration of Human Rights and subsequent international norms on civil, political,



economic, social and cultural rights;

- The UN Convention on women's rights, on the elimination of all forms of racial discrimination, on the rights of the child and on the rights of persons with disabilities;
- The UN's Agenda 2030 Sustainable Development Goals (SDGs), particularly the following goals:
  - 4: "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all";
  - 5: "Achieve gender equality and empower all women and girls";
  - 10: "Reduce inequality within and among countries".

## 2. COMMITMENTS AND ACTIONS

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Diversity is a value that must be protected and encouraged through concrete and pervasive actions across all organizational and management processes by fostering understanding, inclusion, and the appreciation of individual differences. Diversity enriches and opens the door to new ideas, multiplying the potential to generate innovative solutions. People from different cultures, social and generational backgrounds, abilities, skills, and experiences represent a distinctive asset that enables discussions from multiple perspectives, allowing organizations to anticipate and meet the needs of their clients and key stakeholders.

Fiera Milano Group believes that the diversity we encounter every day is an opportunity for enrichment as well as an asset that should be protected and valued. The approach taken by the Group to address diversity and to achieve and maintain inclusiveness focuses on the following areas:

- Non-discrimination and promoting diversity;
- Equal opportunities and gender balance;
- Inclusive workplace and work-life balance;
- Spreading a culture of diversity throughout the company and listening.

### 2.1 NON-DISCRIMINATION AND PROMOTING DIVERSITY

Discrimination on the basis of race, colour, sex, age, religion, physical condition, marital status, sexual orientation, citizenship or ethnic origin, or any other form of illegal discrimination, is prohibited in the Fiera Milano Group. In both internal and external work relations, harassment, including through the creation of an intimidating or hostile working environment, is also prohibited. No form of retaliation may be put in place nor tolerated within the Group against employees or stakeholders who have reported cases of discrimination or harassment, or against employees or stakeholders who have provided information regarding such cases. The promotion of diversity also applies to the composition of corporate bodies.

## 2.2 EQUAL OPPORTUNITIES AND GENDER BALANCE

Equal opportunities are guaranteed in all processes related to personnel management.

Fiera Milano instils a stimulating environment in which everyone is free to exercise their right to professional development and can enjoy the professional and managerial training plans offered based on equal access and equal development opportunities in order to encourage personnel to be proactive in building their own professional paths. The Group is committed to applying specific policies and performance assessments that will ensure equitable treatment in all phases of the employment relationship, from personnel selection to assigning roles and responsibilities to career development and salary progression, with the aim of gradually achieving gender wage equality. Furthermore, the Group promotes internal mobility and succession to managerial positions in line with the principles of an inclusive organization that respects gender equality.

Additionally, ensuring fair gender representation is a condition to be pursued/guaranteed, wherever possible, among speakers at roundtables, events, conferences—including scientific ones—or among participants in training and development courses, including leadership courses.

## 2.3 INCLUSIVE WORKPLACE AND WORK-LIFE BALANCE

Fiera Milano believes that when people have a suitable, proportional balance between the various aspects of life, this positively affects their work commitment, productivity and sense of belonging to the company, in addition to improving employees' quality of life and overall well-being. Fiera Milano is therefore committed to creating an inclusive workplace in which all employees have the opportunity to participate in the company's processes without barriers, promoting work-life balance as a key factor in supporting its employees' personal and professional needs, so as to enable them to fully express their individual potential. In particular, Fiera Milano provides support to families by ensuring greater flexibility for both parents and caregivers at all stages of family life.

## 2.4 SPREADING A CULTURE OF DIVERSITY THROUGHOUT THE COMPANY AND LISTENING

The Group has undertaken steps to encourage the growth of a culture that, beginning with the selection process, values the diversity of people, each bringing their own experiences and cultural strengths regardless of gender, generation or other dimensions of differences.

Fiera Milano intends to strengthen the consciousness and sensitivities of its employees on diversity and inclusion issues, through communication and educational campaigns, including the use of surveys specifically designed to gather input about employees and then design the most suitable operational strategies to pursue these goals. The Group believes it is essential to invest in professional development initiatives that foster the spread of a corporate culture that is inclusive of diversity, with the aim of imparting ethical values through mentoring programmes. It is also committed to adopting respectful and inclusive language at all levels, considering the context, the subjective perceptions of all individuals, and the potential variables of personal and



identity-related aspects.

In line with measures foreseen in the event of violations of the principles and regulations established in the Group's Code of Ethics, and in keeping with the "Whistleblowing Management Procedure", Fiera Milano Group provides all employees and stakeholders with both traditional and digital reporting tools they can use in the event of a suspected violation of the regulations, principles and commitments on the rights of the individual and on relations between individuals in the Group.

### 3. MANAGEMENT, MONITORING AND REPORTING

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All of the Group's activities must be carried in accordance with the law and with the principles and rules of conduct contained in the Code of Ethics, as well as the principles of control under the Organisation, Management and Control Models currently in force, which the Group's companies have implemented pursuant to Italian Legislative Decree 231/2001, along with additional corporate regulations and procedures.

In accordance with these principles, the Group has established a **Diversity & Inclusion Committee** to implement and enforce the provisions outlined in this Policy. The Committee is responsible for managing and monitoring Key Performance Indicators (KPIs) and collecting documentation on the results achieved, to be periodically submitted to Management for review, particularly to ensure the achievement of set objectives and the prevention of non-compliant and/or detrimental situations to an inclusive and respectful work environment for all forms of diversity.

The Committee is composed of members selected based on their unique characteristics, responsibilities, and expertise. Additionally, each CEO of the Group's companies is involved as a permanent invitee, and the Committee may invite other representatives from Group companies if deemed beneficial to better fulfill its duties.

The Group is also committed to transparently communicating its strategies and results achieved to its stakeholders, including with reference to the issues covered in the present Policy, through documentation published on the corporate website and any other form of communication deemed appropriate and useful.

### 4. POLICY DISSEMINATION AND UPDATES

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This policy is communicated to all employees, including through dedicated and specific training sessions based on operational areas, roles, and responsibilities, and is made available on the Fiera Milano corporate website for all stakeholders. This policy will be reviewed for updates at least once a year.