



DIVERSITY AND INCLUSION POLICY

Tortona, June 6th 2018

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1. Purposes

Itinera S.p.A. ("Itinera" or the "Company") acknowledges the diversities of its employees as a success factor and it constantly enhances their experiences, capacities and qualities.

Itinera believes that uniqueness is a strategic advantage since it brings enrichment and cultural openness and it favours an inclusive working environment aimed at collaboration and sense of belonging. The value of diversity implies encouraging each person to freely express himself/herself to be able to achieve his/her potential and increase his/her motivation.

The Diversity and Inclusion Policy, in accordance with the Code of Ethics and of Conduct adopted by the Company, applies to all employees and collaborators.

2. Itinera S.p.A. commitment

The Company recognizes that the persons are the most important resource for the performance of its activities and it undertakes to ensure, in each phase of the employment relationship - from the selection process to the assignment of roles, from the professional development to the termination of the employment relationship - equal opportunities, avoiding any form of discrimination and promoting a culture in which people recognize the value of an inclusive and diversified working force.

The Company, as provided for by the Code of Ethics and of Conduct:

- undertakes to create a workplace free of any kind of discrimination, direct or indirect, violence or harassment, based on personal, political, religious, sexual and cultural diversity;
- promotes an inclusive culture, based on reciprocal respect, which involves every person and offers the opportunity to develop one's own talent;
- implements a personnel selection policy which aims at recognizing merits, in respect of equal opportunities, by means of an objective evaluation of competences and capacities;
- is engaged in persons training and promotion, inspiring all employees to reach their full potential and supporting the sharing of best practices in the entire organization;
- pursues the goal of ensuring that all employees and collaborators treat others, at any time, with dignity, respect and equity, showing an inclusive behavior supportive of the Company values.

Itinera undertakes to comply fully with legislation concerning diversity and inclusion as well as best practices of the countries in which the Company operates.

3. Addressees and scope of work

This Policy applies to Itinera S.p.A. and its subsidiaries.

All personnel must respect the principles of this Policy in every relationship with colleagues and with every person with whom they come in contact during performance of their activities.

Special liability for the implementation and diffusion of this Policy is attributed to the management involved, due to its office, in the daily management of the employees and in their supervision as well as in the process of their employment, selection, promotion and training.

4. Approval and updating of the Policy

The Managing Director approves this Policy and promotes its adoption by all subsidiaries, which will autonomously adopt this document by a resolution of their administrative bodies.

Itinera will make every effort to promote the adoption of this Policy by the companies of which it holds a minority participation (including the Joint Ventures).

This Policy shall be periodically updated, whether necessary.