



Att. 1 to PO 06-05 "Recruitment"
Rev. 00 of 03/07/2024

The Ferretti Group's commitment to Diversity and Inclusion policies

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The Ferretti Group is committed to the values of diversity and inclusion to create a working environment that respects the rights and freedom of its staff.

The company operates impartially and does not permit any form of direct or indirect discrimination in relation to gender, age, sexual orientation or identity, disability, health status, ethnic origin, nationality, political opinion, social category or religious faith. It also promotes the conditions to eliminate cultural, organizational and material obstacles which limit the full expression and development of people within the organization.

The Ferretti Group protects the value of its staff and safeguards their mental, physical, moral and cultural integrity by creating working conditions that respect individual dignity and adopting codes of conduct.

Against this backdrop, this document seeks to develop a collaborative, supportive working environment which is open to contributions from every employee, as it strives to increase the trust of staff, customers and civil society generally. The objective is to foster diversity in all its dimensions thereby making the most of the resulting opportunities and generating value within the workplace while also gaining a competitive business advantage.

This document is drafted in line with the Group's Ethics Code, which recognizes the value of a work environment that is free from all forms of discrimination or harassment.

General principles: dimensions of diversity

Diversity is a value to be protected and encouraged through understanding, inclusion and valuing the differences between staff at all levels. Diversity is a source of enrichment and a way to open up new ideas, creating new possibilities to generate innovative solutions: people from different cultures, social and generational backgrounds, skills, competences and experiences represent a distinctive value that allows multiple perspectives to interact while also allowing companies to reflect on and anticipate the needs of customers and stakeholders.

The Ferretti Group's commitment to cultivating the value of its staff, ensuring that everyone feels included and can give their all, is embodied in a human resources development and management strategy that promotes an inclusive culture, making the most of individual uniqueness and giving everyone the same opportunities for professional growth, regardless of the role they hold in the organization.

Gender

The company values gender balance and overcoming stereotypes, discrimination and prejudice as it seeks to create the best conditions to allow every one of its staff to express themselves to the fullest.

In terms of culture, the Ferretti Group is committed to increasing awareness at every level.

Women in the Group are already supported through people development and enhancement programs, which seek to promote and ensure gender equality. One of the Company's objectives is to increase female presence at every organizational level.

Generations

The company recognizes and utilizes integrated strategies to develop and manage the needs of the different generations within the organization.

With this in mind, the Ferretti group is developing a training program known as "Scuola dei Mestieri", bringing new generations closer to specialized professions in the nautical sector and transferring knowledge and technical/specific skills.

The Ferretti Group also promotes and supports the "Nautical Engineering" master's degree course to be established in Forlì from academic year 2024-2025. This will bring the University (a center of culture and excellence) closer to companies, which will in turn be able to place young engineers within their various corporate functions.

The focus is not only on worker age and seniority, but also on the search for effective ways to develop them so as to foster the intermingling of the various social, cultural and professional experiences, skills, knowledge and competences - both soft and hard (such as digital) - that are typical of each generation.



Application of Diversity and Inclusion policies

The model described above seeks to create a corporate culture of inclusion and appreciation of diversity in the workplace.

In line with the aforementioned principles, the Ferretti Group intends to promote inclusion by:

1. spreading inclusive and diversity-conscious management and leadership styles at every organizational level;
2. promoting and guaranteeing a working environment based on transparent, inclusive and equal opportunities in dealings with people;
3. fostering the emergence of internal and external opportunities through labor policies;
4. creating working relationships that feature mutual respect and trust at every organizational level;
5. subject-specific training.

This requires the involvement of all those who have diversity-related responsibilities.

Within this framework, management ensures fairness, inclusion and non-discrimination by taking action whenever it becomes aware of behavior that is not based on respect for others. Managerial behavior must seek to create the conditions to allow staff to contribute to the best of their ability and potential, while also respecting personal needs. Managers must also strive to create a climate that allows everyone to express themselves, fostering innovation and the generation of new ideas and projects.

The Human Resources department is equally crucial in ensuring that staff are valued in the short and long term and that diversity exists at all levels. Specifically, at both the central and regional levels, it is responsible for managing staff pathways within the Company, starting from the moment they join and monitoring their growth, evaluation and development, ensuring maximum equality and inclusion.

Specifically, it is responsible for:

1. selecting staff, taking into account the principles of Diversity & Inclusion when identifying the best available talent, while also respecting the principle of equal opportunity and impartiality, in response to the challenges of a constantly evolving market;
2. expanding the pool of people potentially interested in working for the Company, through dedicated activities, co-operation with schools and employer branding initiatives and creating synergies with universities. This also helps promote an image of a Ferretti Group that prioritizes diversity and inclusion;
3. ensuring equal opportunities for professional development and growth based on meritocratic principles;
4. eliminating the gender pay gap and encourage generational exchange;
5. developing, including by adopting dedicated training plans, a broad-based culture that seeks to include diversity in all its forms and meanings, overcoming stereotypes, highlighting the added value that diversity creates;
6. improving organizational well-being, dialogue and staff motivation, strengthening the offer of services and tools to improve work-life balance and provide assistance in situations of individual challenges.

Distribution and Updating

This policy is communicated to all employees and is available on the company website, creating full awareness and further impetus to promote human rights as an integral part of the Ferretti Group's value system.

Chief HR & Organization Officer

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