

ENAV GROUP DIVERSITY AND INCLUSION POLICY

With a view to the implementation of its commitment to furthering sustainable development, also by enhancing its human resources, the ENAV Group is committed to encouraging the adoption and support of inclusion, diversity and equal opportunities policies.

The driver for the growth of an enterprise is the value of and the primary role played by its human resources and the intention of this policy is to set out the approach that the Group adopts to inclusion, diversity and equal opportunities in order to create a working environment in which there is no discrimination.

The policy applies to all Group companies and affects all areas of work relationships, namely engagement, remuneration policies, promotion, conduct at work, disciplinary proceedings, etc.. It involves everyone in the working environment, even if they are only present on occasion (employees, fixed term contracts, interns, customers, suppliers, etc.) and gives them responsibility for behaving in such a way as not to undermine anyone's personal dignity.

The policy is based on Italian and international principles and values for diversity and inclusion, including the Sodalitas Foundation "Charter for Equal Opportunities and Equality at Work", the UN Global LGBTI Standards of Conduct, the UN Women and UN Global Compact - Women's Empowerment Principles and the United Nations Equal Pay International Coalition (EPIC) and lays down the following principles:

1. **Non-discrimination**: all ENAV Group employees are to be considered exclusively in relation to their professional skills and expertise. Any form of discrimination concerning political opinions, religion, nationality, ethnicity, language, disability, gender and age, and is therefore prohibited, as are all forms of discrimination on the grounds of personal characteristics such as beliefs, sexual orientation, enrolment in Trade Unions with their associated activities and all forms of social discrimination. Mobbing or sexual harassment is not tolerated either;
2. **Equal opportunities and equal dignity**: diversity is a value that must be acknowledged in the ENAV Group and equal treatment and opportunities must be assured for any type of diversity. Furthermore, personal circumstances arising from an imbalance between private and professional life (pregnancy, maternity,



paternity, part-time, flexible working, etc.) may not constitute conditions for discrimination;

3. **Work-life balance**: the ENAV Group is committed to launching fresh initiatives to support the balance between private and working life (agile working, etc.), in order to acquaint itself with its employees' actual needs and to foster respect of and care for a person in any situation in which they may find themselves during their working life;
4. **Creation of an inclusive working environment**: the ENAV Group undertakes to implement initiatives, adopt practices and provide services for employees, customers or suppliers. Everyone must have the opportunity of taking part in corporate processes without any form of implicit or explicit barrier being erected on the grounds of unit, function, country of origin, gender, religion, culture, personal beliefs, viewpoints, disabilities, age or any other form of diversity, thus creating an environment that encourages the expression of each person's individual and "unique" potential and uses this potential as a strategic lever for the attainment of the organisational objectives.

In an ambience of respect for diversity and a perspective of inclusion and with the intention of enhancing employee well-being and the Group's productivity, ENAV embraces the contents of this policy and confirms the following commitments:

- to cooperate actively, with its social partners included, in putting the above principles into actual practice;
- to make its male and female staff aware of the themes of diversity and inclusion by means of campaigns that inform and explore the topics covered by this policy;
- to start a programme of discussions consisting of talks, information, consulting and guidance with the aims of making the diversity culture a part of the ENAV Group's DNA and of making the most of existing differences in conformity to the principles that have been laid down;
- to take measures, including organisational measures, to remove any existing barriers and achieve total welcoming of diversities;
- to support initiatives, including special training sessions, chosen by the competent Group offices and by the Equal Opportunities Committee with the aim of fostering the inclusion culture and respect for persons;



- to translate all initiatives into “practical actions” in support of equal opportunities within the Group, furthering work-life balance and services for the family;
- to identify and carry out specific measures that, with a view to redressing the balance in any situations of disparity that are ascertained, restore fairness and equal treatment for the persons concerned;
- to set down and take specific measures to heighten awareness of the values conveyed in this policy and sensitivity to these values;
- to check corporate rules, processes and practices for conformity to the contents of this policy and the Code of Ethics;
- to review and amend the policy as necessary in order to ensure that it takes a suitable approach to diversity and inclusion at all times.

Executives and Middle Managers are responsible for implementing inclusion and diversity policies and for promptly dealing with any conduct that comes to their attention which breaches the provisions of the policy.

In drawing up this policy, the ENAV Group intends to continue the process of cultural and organisational change that, every day and with the support of strategies for raising awareness of diversity issues and policies, leads to respect of diversity and inclusion, with the goal of creating a working environment that tends to be the “best place to work” to which to attract persons with different cultures, outlooks and experiences and in which the most talented can be developed and retained.