

EQUITY, DIVERSITY AND INCLUSION POLICY

Bonatti pledges to value EQUITY, DIVERSITY and INCLUSION (E, D&I). Bonatti historically operates in highly differentiated array of countries and different contexts. For such a reason for Bonatti the concept of diversity is a value and never a constrain. Bonatti strongly believes that embedding E, D&I within our structure, people processes, and culture is a no negotiable principle shared by our customers, employees, stakeholders and partners choosing our services.

Bonatti is pursuing a policy of equal job and career development for all its employees. Also, in recruiting process there is by all means no discrimination based on age, sex, race religion and any other possible inequity leverage. For Bonatti, making sure all resources and staff feel to be part of the Company, is an assurance for success. In fact, Bonatti pledges to make all its employees to be part of the same mechanism to achieve success in the business. Furthermore, for Bonatti an equal opportunities environment is a pillar for the path to Sustainable growth. At Bonatti, diversity means all the ways we differ. And these differences are an opportunity for growth and development. There are two levels for diversity in Bonatti's consideration: the visible and the invisible one. The visible portion represents differences such as ethnicity, gender and other physically apparent differences. What is not outwardly apparent and represent a broad mosaic that makes up who we are as individuals, such as: nationality, values, systems, life experience, sexual orientation, gender, race, physical age, ability, religion, heritage language, thoughts, processes, family status, function. Beliefs, skills, perspectives, education, talents, diversity and inclusion. Inclusion means creating a working culture where differences are valued. Where everyone has the opportunity to develop skills and talents consistent with our values and business objectives.

The aim is to make Bonatti an organisation where people feel involved, respected and connected where the richness of ideas, backgrounds and perspectives are leveraged to create business value. Inclusion is all about the behaviours we display at work. Difficult economic times are when diversity is most important. When companies are changing or seeking a new path, every idea counts. This is when every voice must be heard so as to help improve the bottom line.

Equity, Diversity and Inclusion (E, D&I) are interrelated. Managing E, D&I includes addressing factors of difference, which have an impact on workplace performance, and fully utilising the potential contributions of all employees. It also means eliminating/reducing barriers that stand in the way of full participation and unleashing the creativity that comes from different ideas and experiences.

Equity, Diversity and Inclusion is crucial and especially important for us as we work in a multi-sourced environment with our industry leading suppliers. Looking forward, it is important to bring our suppliers into an inclusive discussion on the behaviours required for joint success. Leadership, Accountability and Teamwork (LAT) form the basis of these discussions. This extension of our E, D&I approach into our supplier community is a critical success factor.

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Chief Executive Officer
Andrea Colombo