



FERRINO & C SpA
Diversity, Equity and Inclusion Principles
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Table of Contents

1. INTRODUCTION 2

2. PURPOSE AND SCOPE..... 2

3. GENERAL PRINCIPLES 3

 3.1. Gender..... 3

 3.2. Generations 3

 3.3. Disability 4

4. INTERNATIONAL GUIDING PRINCIPLES AND RELEVANT EUROPEAN AND ITALIAN LEGISLATION..... 4

5. COMMITMENTS AND ACTIONS 4

 5.1. Non-discrimination and Promotion of Diversity..... 5

 5.2. Equal Opportunities and Gender Balance 6

 5.3. Inclusive Work Environment and Work-Life Balance 6

 5.4. Marketing assets..... 6

6. ADOPTION, MONITORING AND REVIEW OF THE POLICY 7





1. INTRODUCTION

Since its establishment, FERRINO & C. SpA has been committed to supporting and promoting the values of diversity, equity and inclusion through corporate and organizational mechanisms aimed at creating shared well-being.

Respect for individuals, with whom the Company seeks to establish open and sincere relationships, is a cornerstone of the Company's value system. Therefore, the Company is committed to combating all forms of discrimination, first and foremost within the organization itself, and to promoting an environment that enables the acceptance, full expression, enhancement and effectiveness of every individual.

The Diversity and Inclusion Policy therefore represents the Company's formal commitment to promoting and supporting an inclusive and respectful workplace for people of every background.

To better clarify the content of this Policy, the following key concepts on which the document is based are provided:

Diversity: any type of difference existing among people (cultural, physical, psychological, etc.).

Equity: fairness in access conditions, treatment, opportunities and professional growth in the workplace, and the removal of barriers unrelated to merit that may hinder the full participation of some individuals.

Inclusion: the creation of work environments in which any person or group of people can be and feel welcomed, respected and valued, enabling full participation in the life of the organization.

2. PURPOSE AND SCOPE

This Policy applies to all categories of people working for/within FERRINO & C SpA, namely employees, collaborators and consultants, temporary workers and interns operating on behalf of the Company.

The Policy covers all aspects of the relationship with the Company and requires responsibility and commitment from all involved parties for its proper implementation.

The purpose of this document is to provide a description of the principles that inspire the Company regarding Diversity and Inclusion, and which the Company applies with the aim of creating a working environment based on respect, inclusion, equality and the enhancement of diversity.



3. GENERAL PRINCIPLES

FERRINO & C SpA recognizes and promotes the value of diversity and adopts a zero-tolerance approach toward any form of discrimination, such as harassment (including gestures, language, posture and physical contact).

The Company identifies diversity and plurality as values that contribute to creating an open and stimulating work environment, ensuring perspectives and viewpoints that foster innovative ideas and effective, virtuous behaviors, also in terms of improved collaboration. The personal conditions of each individual may never, under any circumstances, constitute grounds for discrimination based on:

- gender or gender transition and sexual orientation;
- ethnicity (ethnic origin, nationality and national origin);
- minority status;
- political opinions and religious beliefs;
- social origin;
- marital status;
- family status;
- disability;
- any other personal condition.

Through this document, the Company seeks to promote a workforce characterized, as much as possible, by increasing diversity, inclusiveness and representativeness, while ensuring the attraction, integration, development and retention of qualified, competent and experienced individuals.

3.1. Gender

The Company values gender balance and the overcoming of all stereotypes, discrimination and prejudice in order to create the best conditions for every person to express themselves fully.

From a cultural perspective, the organization is committed to increasingly strengthening awareness initiatives at all levels through actions aimed at overcoming unconscious bias. Furthermore, it promotes policies and actions intended to encourage equal opportunities, work-life balance, shared family responsibilities and the removal of potential barriers, including those related to sexual orientation.

The female component, which has always characterized the Company's identity, is already appreciated through people development and enhancement programs.

3.2. Generations

The Company recognizes and values integrated strategies for the development and management



of the needs of different generations coexisting within the organization.

In this context, considering demographic trends and their related impacts on company turnover, Company policies aim to foster intergenerational dialogue and exchange. Attention is focused not only on the workers' chronological and professional age, but also on identifying effective methods for their development that encourage the sharing of different social, cultural and professional experiences, as well as different abilities, knowledge and skills, both soft and hard (such as digital skills), typical of each generation.

3.3. Disability

FERRINO & C SpA recognizes equal opportunities for all its people regardless of sensory, cognitive or physical disabilities. In this context, the Company is committed to implementing concrete measures to support the integration and inclusion of people with disabilities, fully enhancing their talents and skills within the Company and thereby contributing to the removal of cultural, sensory and physical barriers.

4. INTERNATIONAL GUIDING PRINCIPLES AND RELEVANT EUROPEAN AND ITALIAN LEGISLATION

In defining its Diversity & Inclusion guidelines and areas of intervention, FERRINO & C SpA draws inspiration from major international references and standards, including:

- Article 3 ("It is the duty of the Republic to remove obstacles [...] that limit the full development of the human person") and Article 37 ("Women workers are entitled to equal rights and, for equal work, equal pay as male workers") of the Constitution of the Italian Republic;
- The Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization (ILO);
- The Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social and cultural rights;
- United Nations Conventions on women's rights, the elimination of all forms of racial discrimination, children's rights and the rights of persons with disabilities;
- The United Nations 2030 Agenda Sustainable Development Goals (SDGs), with particular attention to the following goals:
 - SDG 4: "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all";
 - SDG 5: "Achieve gender equality and empower all women and girls";
 - SDG 10: "Reduce inequality within and among countries".

5. COMMITMENTS AND ACTIONS

FERRINO & C SpA continues its commitment to respecting diversity and equal opportunities through behaviors and processes inspired by the above principles.

The Company expects its employees, collaborators, agents, business partners and other stakeholders to establish and maintain, at all times and in all circumstances, an environment free



from discrimination (including harassment, bullying and retaliation).

To this end, FERRINO & C SpA is committed to:

- creating a work environment that promotes the principles of diversity, equity and inclusion;
- implementing measures aimed at making people feel welcomed and appreciated for who they are and for the contribution they provide, while maintaining open dialogue whenever opportunities for improvement are identified;
- maintaining a work environment in which employees can carry out their activities free from any form of discrimination or harassment;
- treating people fairly and equally regardless of gender, age, culture/ethnicity or other personal conditions;
- training inclusive leaders committed to Diversity & Inclusion principles and demonstrating appropriate behaviors and skills;
- promoting an open work culture that recognizes the value of every individual;
- monitoring the effectiveness of this Policy and its related approaches and procedures.

This document aims to develop a clear approach in terms of mission, strategies and active practices in order to foster a collaborative and supportive work environment open to the contributions of all employees, thereby increasing the trust of people, customers and society as a whole.

The approach adopted to address diversity and manage inclusion focuses on the following areas of intervention:

- Non-discrimination and promotion of diversity;
- Equal opportunities and gender balance;
- Inclusive work environment and work-life balance;
- Promotion of a diversity culture within the Company and active listening;

5.1 Non-discrimination and Promotion of Diversity

Any form of discrimination based on race, color, gender, age, religion, physical condition, marital status, sexual orientation, citizenship, ethnic origin or any other form of discrimination contrary to the law is not permitted within the Company. Harassment, such as the creation of an intimidating or hostile work environment, is also prohibited in both internal and external working relationships.

The Company has developed appropriate reporting and monitoring systems for any forms of discrimination or harassment in order to identify and eliminate any possible misalignment between implemented actions and the Company's values.

No form of retaliation against employees and stakeholders who report episodes of discrimination or harassment, or who provide information regarding such incidents, will be carried out or tolerated within the Company.

Promotion of Female Talent

The Company is characterized by a strong female presence. For this reason, through this Policy, it is committed to adopting a strategic approach to the effective implementation of equal opportunities in the workplace, starting with the promotion of an inclusive corporate culture and human resources policies free from discrimination and prejudice, encouraging participation in



training programs and supporting women's professional development and career growth.

Sexual Orientation and LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual)

The Company is committed to supporting an inclusive environment for LGBTQIA+ people by raising awareness and sensitivity, promoting mindsets, behaviors, processes and practices that embrace differences and combat all forms of discrimination, in order to ensure the effective inclusion of all individuals, also through clear and open communication.

Inclusion of People with Disabilities

The Company intends to continue and further develop its policy of welcoming employees with disabilities through recruitment, effective integration, inclusion and career development, respecting the needs and abilities of each individual and ensuring an appropriate work environment.

5.2. Equal Opportunities and Gender Balance

Equal opportunities are guaranteed throughout all personnel management processes, starting from recruitment and selection.

The Company creates a stimulating environment in which each person is free to exercise their right to professional development and benefit from growth opportunities regardless of gender. In this regard, the Company is committed to ensuring balanced gender representation among speakers participating in panels, round tables, events and conferences.

FERRINO & C SpA applies the National Collective Labour Agreement (CCNL) for the Textile, Clothing and Fashion sector and ensures equal pay for equal work.

5.3. Inclusive Work Environment and Work-Life Balance

The Company believes that an appropriate and balanced integration of the various aspects of people's lives has a positive impact on the workplace, employee engagement, productivity and sense of belonging to the Company, while also improving quality of life and employee well-being.

For this reason, the Company is committed to creating an inclusive work environment in which all employees have the opportunity to participate in company processes without barriers, promoting work-life balance as a key factor in supporting the integration of personal and professional life and enabling the full expression of each individual's potential.

5.4. Marketing assets

The Marketing and Communication function structures its activities so that assets, casting choices and productions ensure the representation of the Company's diversity and inclusion values.

To this end, it will adopt guidelines for the selection of testimonials that ensure broad representation in terms of origin, age, gender, expression, body type and disability.



6. ADOPTION, MONITORING AND REVIEW OF THE POLICY

This Policy is defined by the General Manager, who is responsible for its dissemination and support.

This Policy is communicated to all employees, including through dedicated and specific training sessions based on operational areas, and is made available on the Company website to all stakeholders, including collaborators, suppliers and partners, in order to ensure full awareness and further promote human rights as an integral part of the Company's value system.

This Policy will be reviewed for updating purposes at least once a year, considering evidence emerging from assessments, monitoring of national and international trends, and specific initiatives aimed at listening to employees, stakeholders or management.