



Company Directive

DA42005

DIVERSITY AND INCLUSION POLICY

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This document is effective from the date of approval and is valid indefinitely, without prejudice to the issue of amendments and/or supplements or replacement documents.

Changes made since the previous revision are highlighted in red in the text.

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1 PREAMBLE

This Diversity and Inclusion Policy was approved by the Board of Directors of SINA S.p.A. on November 7, 2018.

Human capital valued according to meritocratic criteria, professional skills, correct behavior, honesty and trust, as well as promoting an inclusive working environment open to diversity: these are the criteria that inspire SINA in defining its personnel policies.

Everyone is an individual, unique and different, with their own personality, history and skills.

Società Iniziative Nazionali Autostradali S.p.A. ("SINA" or the "Company") recognizes the diversity of its employees as a factor in its success, and values their experiences, skills and qualities on a daily basis.

Diversity includes all those differences that make an individual unique.

SINA believes that diversity, in all its manifestations, is a strategic advantage as it brings enrichment and cultural openness, fostering an inclusive work environment aimed at collaboration and creativity. The value of diversity within the company takes shape by encouraging each person to express themselves freely in order to realize their potentiality and increase their motivation.

At SINA everyone can achieve their own ambitions in line with the ambitions of the Company.

The Diversity and Inclusion Policy, consistent with what is defined in the Code of Ethics, applies to all employees, agents, applicants, contractors and suppliers of the Company. In addition, anyone carrying out activities for SINA undertakes to comply with all applicable laws and regulations.

1.1 Our commitment

The Company recognizes that people are the most important resource for the performance of its activities, and is committed to ensuring equal opportunities at every stage of the employment, from the selection process to role assignment, from professional growth to the end of the relationship, avoiding any form of discrimination in employment or occupation, and promoting a culture where people recognize the value that a diverse and inclusive workforce entails.

No form of discrimination is tolerated on the basis of ethnicity, race, color, gender, sexual orientation, religion, national origin, age, political opinion, union affiliation, marital status, health status, or any other social status or personal characteristic.

Therefore, the Company is committed to:

- Creating a work environment free from any direct or indirect, associational or individual discrimination, any type of violence or harassment, whether sexual or based on personal, political or cultural diversity;
- Promote an inclusive culture, based on mutual respect, which involves all people and provides opportunities to develop their talents;
- Pursuing a personnel selection policy aimed at recognizing merit, while respecting equal opportunities. This policy is expressed through a transparent assessment of skills and capabilities. Any career opportunities or professional growth will be handled without discrimination of any kind and with respect for diversity;

- Training and promoting its people, enhancing the professional development of all resources, inspiring all employees to reach their full potential, and supporting the sharing of best practices throughout the organization;
- The goal of ensuring that all employees and contractors treat others, at all times, with dignity, respect and fairness, a behavior that reflects inclusiveness and upholds the values of the Company.

SINA wants to make sure that the skills of all employees can thrive, the talent pool being so diverse, knowing that people with different experiences and skills can create value.

SINA is committed to fully complying with all regulations regarding diversity and inclusion, as well as best practices in the countries in which the Company operates.

2 SCOPE AND APPLICATION

This policy applies to SINA S.p.A. and its subsidiaries.

All personnel are required to comply with the principles contained in this policy in all dealings with colleagues, customers, suppliers and all those with whom they come into contact while carrying out their activities.

Particular responsibility for the application, dissemination and implementation of the Diversity and Inclusion Policy is attributed to management involved, for official reasons, in the day-to-day management of employees and their supervision, as well as in the process of hiring, selecting, promoting and training them.

3 ACTIVITIES

3.1 Approval and update of the diversity and inclusion policy.

SINA S.p.A. approves this diversity and inclusion policy by resolution of the Board of Directors and promotes its adoption by all subsidiaries, which will independently adopt this document by resolution of their administrative bodies, ensuring its timely adoption by their respective subsidiaries.

SINA S.p.A. and its subsidiaries shall endeavor to encourage companies in which it has a non-controlling interest (including joint ventures) to adopt this Diversity and Inclusion Policy.

This Diversity and Inclusion Policy is subject to periodic review whenever national and international regulations, to which reference is made as best practices, are amended or differently interpreted by courts or whenever the need arises.