



EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION POLICY

Raphael, guided by its values of transparency and respect, aware of the importance of its people for achieving company results, for growth and continuous improvement, conducts its activities guaranteeing a work environment every day where each employee can feel included, valued and free to contribute their skills, experiences and perspectives, contributing to innovation and improvement of decision-making processes, according to the following principles:

- 1. Favorable work environment** - Raphael is committed to creating and promoting a safe, respectful and rewarding work environment where inclusion and fairness are fundamental values. The company supports and encourages its resources to develop and express their potential so that they can ensure the best contribution to the organization.
- 2. Non-discrimination and equal opportunities** - Raphael ensures his resources the same recognition for equal work, rejecting any kind of discrimination based on gender, nationality, ethnicity, race, social or civil status, religion, trade union membership or any other characteristic protected by applicable laws or independent of work needs. Decisions relating to all aspects of the employment relationship (salary, career opportunities ...) are based on objective criteria and exclusively on the skills, attitudes and performance of the individual.
- 3. Safety and fight against harassment** - Raphael is committed to guaranteeing safe workplaces to ensure the participation and work of all employees, in the full expression of their potential. The company takes action against any inappropriate behavior or contrary to these principles, including harassment, intimidation, threats, coercion and offenses.
- 4. Awareness and culture** - Raphael supports and values equality, diversity and inclusion in daily activities, making every effort to create an inclusive culture.
- 5. Freedom of association and effective right to collective bargaining** - Raphael ensures that his resources are applied and respected the relevant national collective bargaining agreement.
- 6. Skills and commitment of the Managers and Sole Director** - Raphael includes in his business model the ability to work with any type of culture and fully supports his Managers in the management of any inclusive and heterogeneous relationship.
- 7. Current regulations** - Raphael undertakes to comply with all applicable regulations in terms of diversity and inclusion and refrains from using disciplinary measures, termination of the employment relationship and other forms of discrimination against workers who provide information relating to compliance with the criteria social
- 8. Actions against discrimination** - Raphael encourages anyone (internal company staff or third parties) who believe they have suffered discrimination to report it, recording it and ensuring the most appropriate investigation procedures and at the same time protecting the identity of the people involved.

This policy, together with the company's Code of Ethics, Environmental and Social Policies, and Procedures is a point of reference for all those who work in Raphael; Raphael guarantees the continuous improvement of the effectiveness of these Policies through a system of immediate corrective actions in case of violation of the same.

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