FuturaSun srl
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Diversity and Inclusion Policy

Purpose

Diversity and inclusion are essential in order to create a work environment that prohibits any distinction, exclusion or preference based on colour, gender, religion, ethnic origin, political opinion, social origin or national ancestry, disability, gender identity, sexual orientation, social status, age or any other condition of the individual that has the effect of nullifying or impairing equal opportunities or treatment in terms of employment or profession. FuturaSun does not tolerate any form of discrimination regarding any uniqueness listed above and is also committed to guaranteeing the right to non-discrimination of persons with family responsibilities, in line with ILO Convention No. 156.

Policy

FuturaSun is committed to conducting its business based upon the following:

- **ENHANCEMENT OF DIVERSITY**
  FuturaSun is committed to recognizing the expression of individual characteristics, considering people as identities that are distinct from each other in order to establish a work environment that implements all necessary actions to prevent discrimination in relation to the following characteristics of an individual: colour, gender, religion, ethnic origin, political opinion, social origin or national ancestry, disability, gender identity, sexual orientation, social status, age or any other form of diversity contemplated by international law. FuturaSun supports the development of an international business based on fairness, dignity, equal opportunities, dissemination of ethical values, enhancement of diversity, integration and non-discrimination.

- **EQUITY**
  FuturaSun is committed to ensuring a physically and socially fair work environment through compliance with the rules relating to the principle of equity towards all its employees. FuturaSun provides each person with the necessary tools to have equal access to company resources and opportunities, based on the principle of equal opportunities and non-discrimination regardless of colour, gender, religion, ethnic origin, political opinion, social origin or national ancestry, disability, gender identity, sexual orientation, social status, age and any other form of diversity contemplated by international law. FuturaSun promotes gender equality and women's empowerment at work, in business practices and in relations with communities in the countries where it operates, integrating a gender perspective in its processes and in all the activities it promotes, from the development of products and services to local development projects, including through the implementation of specific assessments. FuturaSun is also careful to ensure that its communication initiatives, including commercial ones, promote an inclusive vision of the Company itself and reject the use of gender stereotypes. FuturaSun is committed to eliminating cultural, organizational and material obstacles that limit people's freedom of expression and their full development.

- **UNIQUENESS**

  FuturaSun recognises the uniqueness of all its employees and promotes listening to the contribution of each individual with a view to developing an organizational culture that is able to value the distinctive characteristics of each. FuturaSun works with an inclusive approach on the interactions that occur throughout the entire work experience of FuturaSun people according to the needs that emerge from listening and the related processes that impact on our people. FuturaSun promotes the commitment to giving voice to the distinctive aspects

present in the various working groups through the recognition and inclusion of the different languages, ways of acting and interacting, skills possessed, preferred operating methods, individual aptitudes, propensities and experiences acquired.

- **INCLUSIVENESS**

  FuturaSun promotes a culture of inclusivity for a participatory work environment based on values of transparency, sustainability and listening, supporting dialogue and the dissemination of an inclusive and collaborative mindset, starting from the strong commitment of management, which, in exercising leadership, is requested to lead by example. FuturaSun is committed to increasing awareness of diversity and management's ability to enhance it with the progressive involvement of its people. FuturaSun supports individual freedom of expression by encouraging active acceptance of the other aiming at a work environment characterized by acceptance and respect of different needs and languages. FuturaSun implements a policy based on transparency that encourages employees to provide feedback to strengthen their sense of belonging in the organization. FuturaSun works to consolidate individual commitment and empowerment of people on the value of inclusion through actions of awareness-raising, communication on D&I issues and the creation of a D&I Community.

Implementation of Policy

The following actions are put in place to implement this Policy:

- encourage the freedom of expression and value of all individuals, both inside FuturaSun and directly or indirectly involved in its activities (third parties)
- train personnel on Diversity and Inclusion issues
- promote the dissemination of this Diversity and Inclusion Policy through the elimination of any kind of barriers (e.g. language, graphic representations, etc.).

The officers of FuturaSun and all subsidiaries are responsible for the communication of this Policy and the principles contained within it. Directors, managers, and supervisors are responsible for implementing practices within each department that comply with this Policy.

Approved by the CEO on 10 /07 **/2024**

Last review: 03/07/2024

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