



## **Code of non-discrimination and diversity**

This Code represents a firm commitment by SIT S.p.A. and its group companies ('SIT Group') to its employees, the recipients of its products, services and programmes and, in general, to any person coming into contact in any way to the SIT Group.

The SIT Group has, since its inception, been firmly committed to creating an environment free of discrimination, in which:

- Responsible parties seek to guarantee equal opportunities;
- Diversity is considered a resource and never an impediment;
- Respect for the dignity, honour and freedom of individuals in their rights to self-determination is a natural logical and ethical prerequisite of daily actions.

In accordance with the provisions of the Code of Basic Working Conditions and the Code of Ethics of SIT Group, as well as of the Italian Constitution, the EU Treaties, the European Charter on Human Rights, Italian Legislative Decree No. 198 of 11/04/2006 (Equal Opportunities Code) and any other national or supranational sources of legislation in this matter, SIT Group undertakes to guarantee the equal treatment of all, regardless of any discrimination based on gender, race, religious belief, age, ethnicity, nationality, language or any personal characteristic such as marital status, sexual orientation, pregnancy, disability, political opinion or union membership or activism.

SIT Group is committed to ensuring that, in conducting its business, its executives, employees, business partners and shareholders establish and maintain a non-discriminatory environment, as well as the highest standards of confidentiality of all information of which they become aware relating to the private sphere of any employee or any other person coming into any form of contact with them.

Discrimination for the purposes of this Code is given to mean any treatment creating an intimidating, hostile, offensive, less favourable and/or less ideal environment for one party with respect to another based on any of the aforementioned motives, whether such discriminatory conduct is active or passive, direct or indirect, internal or external, or emerges as a result of conduct such as, but in no way limited to, bullying, harassment retaliation or intimidation or any other form of persecution.

The Human Resources Department of SIT Group undertakes the responsibility to ensure compliance with these fundamental principles in SIT Group's activities and to adequately resolve cases of discrimination, the failure to ensure equal opportunities, bullying, harassment, retaliation and intimidation.

It is the obligation of every employee who believes in good faith to have witnessed any act contrary to the principles of this Code to give prompt notice thereof, through the appropriate channels, to the Human Resources Department. For its part, and in line with the principles mentioned herein, SIT Group warrants to act to ensure that no retaliation is taken against any employee who fulfils their duty to report or who cooperates with any consequent investigations.

Padua, 29 September 2017