

## Gender equality, equity and inclusion

OGR Torino are a unique hub of culture and innovation in Europe, dedicated to experimentation in the fields of visual arts, music, science, technology and entrepreneurship.

Dating back to the XIX century, the former train repair workshops stand in the heart of Turin on a 35,000 square metre area entirely redeveloped and returned to the city, where new horizons of collaboration, creation and conviviality are open for all.

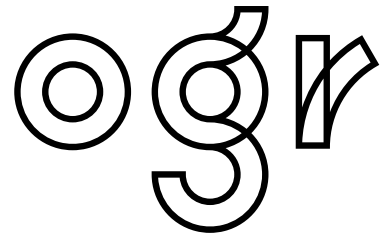
We believe in a culture of gender equality, and we promote and incentivise corporate policies that foster equal opportunities throughout the career of our employees. We have always valued the skills and capabilities of our staff, forever avoiding prejudice and stereotypes.

Discrimination stifles opportunities, wastes human talent essential for social and economic progress and exacerbates social tensions and inequalities. Fighting discrimination is essential for the promotion of a decent working environment.

Gender equality is closely linked to social justice and is one of the core goals of the UN 2030 Agenda for Sustainable Development. Focused on people and the planet, the 2030 Agenda is an action programme to develop, among others, coherent policies to achieve gender equality.

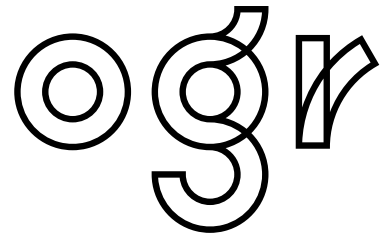
At OGR Torino we want to encourage an inclusive culture that values all its staff equally.

Through inclusion, we are creating a working environment where individuals are respected and valued and can represent themselves within the organisation.



We are striving to ensure that:

- anyone has the necessary peace of mind to plan their professional and family growth in a highly inclusive and non-discriminatory context;
- anyone is treated with dignity and respect, we will not tolerate any form of intimidation, bullying, harassment, including sexual harassment or mistreatment in the workplace or in work situations, with disciplinary sanctions applied against anyone breaching the rules;
- anyone can work in a gender-neutral environment: gender is regarded as a spectrum of biological mental and emotional traits that exist along a continuum. Every gender identity is considered equally valid and recognised as a possibility (whether male female or gender neutral) in accordance or discordance with the sex assigned at birth;
- whatever their diversity, each member of staff may be free to pursue his or her own work and life choices, has an equal opportunity to fulfil themselves and can, to an equal extent, participate in and contribute to our corporate growth;
- parenting and work-life balance are safeguarded;
- the culture of inclusion is being spread through information and training;
- non-discriminatory Selection, Training and Career Development procedures are being adopted;
- the culture of non-discrimination is being promoted through specific activities that train employees in the acceptance of the others. Training on gender issues for all individuals in the Company is considered a constant process and is carried out with specific educational activities that can promote information on up-to-date and non-discrimination policies (whether pertaining to race, ability, social class, gender or physical appearance);
- non-sexist, gender inclusive and respectful language is used at all times.

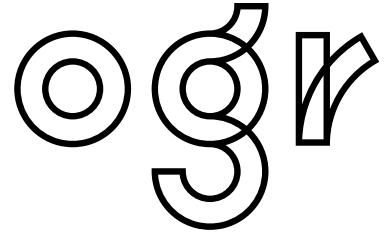


in the pathway towards ensuring the achievement and maintenance of the goals outlined above, the organisation's attention focuses its efforts in the following areas covered by practice norm UNI/PdR 125:2022, namely:

- 1. Culture and strategy**
- 2. Governance**
- 3. HR processes**
- 4. Opportunities**
- 5. Remuneration equity**
- 6. Parenting**

For each of these areas, at OGR Torino policies have been defined to ensure compliance and monitoring based on the following principles:

- *Selection and recruitment:* we evaluate curricula of any gender equally, with no discrimination based on race, sex, social class, ability or physical appearance; at the same time we are committed to emphasising the importance of meritocracy and provide equal pay for equal positions.
- *Career management:* in the development plan we evaluate candidates fairly, with no discrimination based on race sex, social class, ability or physical appearance.
- *Parenthood:* we ensure that recruited staff have access to parental leave and caregiver options with no gender or sex discrimination.
- *Work-life balance:* we support the importance of work-life balance by ensuring that employees of any gender can balance work and family responsibilities through flexible work organisation rules.
- *Prevention of abuse and harassment:* we are committed to protecting the moral integrity of collaborators and employees, safeguarding the right to working conditions that respect personal dignity. We protect employees from persecutory acts of psychological abuse and oppose any attitude or behaviour that is discriminatory or harmful to individuals, their beliefs and choices. We do not tolerate any sexual harassment, behaviour or speech that may offend a person's sensitivity.



This Policy is addressed to all staff (under any contractual relationship) and it is shared with all its stakeholders, including suppliers and customers, with the aim of achieving greater impact in its value Chain and serving as a benchmark for other business setups.

The Policy is systematically reviewed as part of training and internal audit activities to ensure that equality and diversity are continuously promoted in the workplace.

For the purpose of ensuring the correct application of the Equality Control System, the Direction is committed to providing the resources needed to sensitise all personnel to the absolute respect of the requirements contained in the policy.

The Gender Equality, Equity and Inclusion Policy envisages the definition and periodic review of the goals set, the achievement of which will be monitored through specific measurable indicators.

To pursue these objectives, the Direction has established a Steering Committee that works in close cooperation with the Human Resources function.

The Direction supervises and supports initiatives aimed at pursuing the objectives of this Policy in consultation with the Steering Committee, which has full responsibility and authority for its actual implementation.

Anyone detecting any non-compliance with this Policy should promptly report it at the following link: <https://ogrtorino.whistlelink.com>