



DIVERSITY, EQUITY & INCLUSION GLOBAL POLICY

UPDATE AUGUST 2023

The Pirelli Group (hereinafter also “Pirelli”) has always been determined to respect Equal Opportunities in the working environment, a commitment that already in 2006 was made explicit in the “Group Declaration on Equal Opportunities”, that evolves in this Policy.

This Policy applies to all Pirelli operations, including Pirelli business relationships with third parties; where Pirelli does not have operational control, all business partners (e.g., joint-ventures, suppliers, etc.) are expected to comply with the principles stated in this Policy.

Pirelli operates within a multinational context in which people express an enormous heritage of diversity, whose valorisation is at the same time a competitive advantage and an opportunity for growth and enrichment for the company itself. Pirelli believes that the most innovative ideas and the best solutions come from a working environment in which people can express their uniqueness; hence, it is actively engaged in the promotion of the values of Diversity, Equity and Inclusion (DE&I).

Pirelli offers equal opportunities in every aspect of working life, in the selection stages as well as in decisions regarding remuneration, assignment of duties, training and career progression. In particular, Pirelli abides by the principle of equal pay for work of equal value, e.g., between women and men, and actively commits itself to improve gender balance. These decisions are taken exclusively on the basis of the skills, experience and professional potential that people have and the results achieved, without any distinction based on gender, gender identity and expression, sexual orientation, marital status, pregnancy status, parenting or care-giving situation, age, disability (whether mental or physical), skin color, ethnic origin, nationality, religious faith, socio-economic and/or cultural background, trade union affiliation, political and other opinions;

Pirelli has always been committed to guarantee to everyone involved in its activities (e.g., employees, suppliers, customers, agency workers, candidates, etc.) a work and business relationship environment in which every person is treated, and treats others, with dignity and respect, free from all forms of verbal, psychological, physical – sexual or non-sexual – harassment, abuse, constraint or violence, and any discrimination of individuals or groups by other individuals or groups. Pirelli does not tolerate such practices, undertaking to prevent and intervene to stop and remedy, if it happens, any such behaviour.

Pirelli has always implemented an inclusive culture that values individuality, a sense of belonging to the corporate community, dialogue, trust, and participation, which are considered essential elements of organisational well-being, opposing the creation of cultural and organisational barriers that limit people’s involvement and potential.

Pirelli designs and implements management models, processes, and programmes to support all people, so that everyone has equal opportunities to progress to the best of their abilities.

Implementing this Policy requires the active support of the Group’s employees at all levels, as well as all persons working on behalf and/or in the interest of Pirelli, in compliance with internal guidelines and the tools that Pirelli makes available, in order to ensure that:



- decisions relating to people's employment and development are free from all forms of discrimination and harassment, as defined above;
- the sensitivity and awareness of the organization towards the issues of Diversity, Equity and Inclusion continue to be high, also to prevent potential unconscious biases;
- an inclusive and respectful work environment is maintained both within Pirelli and in relations with external Stakeholders, free from all forms of discrimination, and sexual and non-sexual harassment;
- equal pay for work of equal value, e.g., between genders, is guaranteed on equal merit-based conditions, and any gap (if found) is identified and gradually bridged;
- people's motivation is taken care of through dialogue, participation, services and initiatives to support mental and physical well-being and ensure a balance between private and professional life, through for example, allowing flexible working patterns, disseminating a culture of sharing family responsibilities, adopting health support programmes, providing support for parenting.

GOVERNANCE AND DISCLOSURE

Pirelli has appointed a Diversity, Equity & Inclusion Manager, who works in coordination with the different company departments according to their respective responsibilities.

The plans and performances in the area of Diversity, Equity and Inclusion are discussed and approved by the Sustainability Strategic Committee (a body chaired by the CEO that meets at least semi-annually) and are part of the Sustainability Plans and results presented and discussed by the relevant Board Committee and then presented, discussed and approved by the Board of Directors.

Pirelli reports on its Diversity, Equity & Inclusion performance in the Group's Annual Report, following approval by the Board of Directors.

REPORTING, CONFIDENTIALITY, NON-RETALIATION AND CONSEQUENCES IN CASE OF VIOLATION

The Pirelli Group encourages the Recipients of this document to report in good faith, even anonymously, any act or omission by anyone at Pirelli, in relations with it or on its behalf, which constitutes or may constitute a violation, or inducement to violate the principles contained in this Policy. The [Group Whistleblowing Policy](http://www.pirelli.com), published at www.pirelli.com in multiple languages, sets out the procedure for submitting reports, how they are managed and how confidentiality and non-retaliation are guaranteed.

In case of violation of the present Policy – regardless the violation is identified through the Whistleblowing process or in different ways – Pirelli will adopt appropriate measures depending on the severity of the case, including corrective actions (by way of example but not limited to: communicate with the employee at fault, define specific action plan in charge to the relevant management, etc.) and/or disciplinary sanctions (by way of example but not limited to: verbal and/or written warning, poor performance review or evaluation, termination), in line with the applicable legal, regulatory, contractual and disciplinary systems.



DOCUMENTS RELATED TO THIS POLICY

- [CODE OF ETHICS](#)
- [GLOBAL HUMAN RIGHTS POLICY](#)
- [DIVERSITY AND INDEPENDENCE STATEMENT OF THE BOARD OF DIRECTORS](#)
- [SUPPLIER CODE OF CONDUCT](#)
- [WHISTLEBLOWING POLICY](#)

August 2023

GROUP CHIEF EXECUTIVE OFFICER

Andrea Casaluci