

Diversity, Equity, and Inclusion Policy

Motor Power Company S.r.l. is committed to supporting the values of diversity, equity, and inclusion through the adoption of organizational and managerial mechanisms that respect the rights, freedoms, and dignity of individuals. The company operates in line with the guidelines of the UNI/PdR 125:2022 standard through an impartial approach and does not tolerate any form of direct or indirect discrimination based on gender, age, sexual orientation, gender identity, disability, health status, ethnicity, nationality, political opinions, social class, or religious beliefs.

Motor Power Company S.r.l. promotes the protection of the physical, mental, moral, and cultural integrity of its people by providing working conditions that respect individual dignity and behavioral rules.

The Diversity, Equity, and Inclusion (DE&I) Policy aims to develop a clear approach in terms of strategies and active practices to foster a collaborative work environment, open to contributions from all employees, **promoting gender equality, women's empowerment, and diversity.**

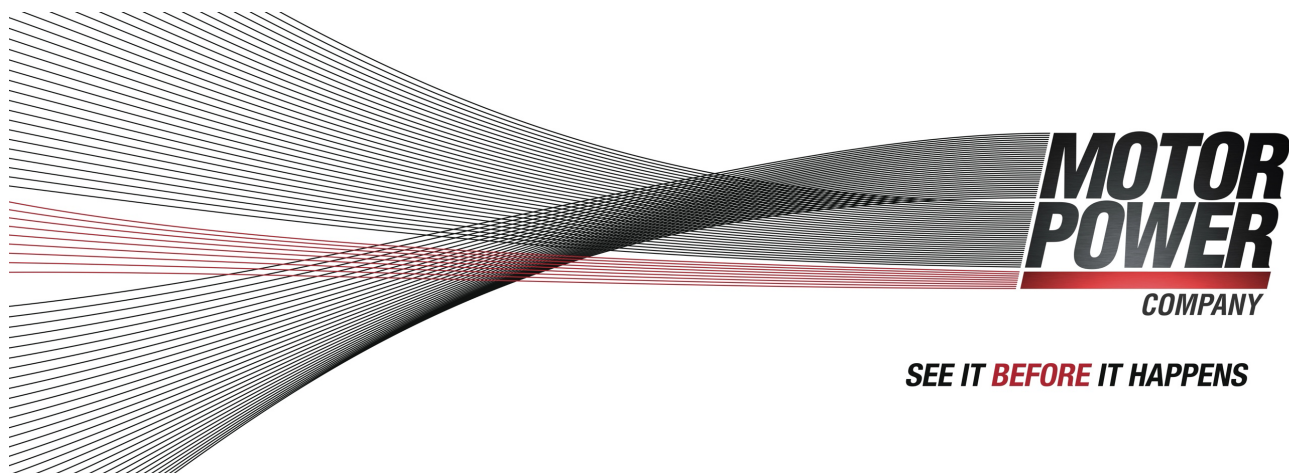
This policy reaffirms the company's commitment to complying with the principles set out by current regulations, contractual provisions, and standards issued by **relevant international organizations:**

- UN 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs)
- UN Global Compact and Women's Empowerment Principles
- Universal Declaration of Human Rights
- United Nations Conventions on the Rights of Women, the Elimination of All Forms of Racial Discrimination, the Rights of Children, and the Rights of Persons with Disabilities
- Declaration on Fundamental Principles and Rights at Work and the eight core conventions of the International Labour Organization (ILO)
- ILO Convention on Violence and Harassment (June 2019)

Areas of Intervention

Motor Power Company S.r.l. oversees the following areas through concrete actions monitored via a dedicated Strategic Plan:

- **Recruitment and Hiring.** The company is committed to ensuring a neutral and discrimination-free recruitment and onboarding process, governed by a specific Recruitment and Hiring procedure, transparently available. (POQ 6.0.4)
- **Career Management.** The company guarantees equal and fair participation in training and professional development pathways, ensuring representation of all genders. This includes access to leadership courses, internal mobility, and succession planning while fully respecting inclusivity and gender equality principles to promote a meritocratic organization. These principles also extend to the composition of panels, roundtables, and scientific events.



- **Pay Equity.** Motor Power Company is committed to ensuring fair and transparent pay, eliminating any economic disparity based on gender. The company adopts objective evaluation criteria for skills and results, ensuring equal opportunities for economic growth for all employees.
- **Parenting and Care.** The company values and supports the parenting experience, recognizing it as an opportunity for personal and professional enrichment. It guarantees job security, preservation of salary levels after parental leave, and initiatives that help balance parental responsibilities with professional development.
- **Work-Life Balance.** Motor Power Company promotes policies and tools that facilitate the balance between professional and personal commitments. These include flexible working hours, remote work, part-time options, and other measures that enable employees to effectively manage different aspects of their lives.
- **Prevention of Abuse and Harassment.** The company actively works to prevent and address all forms of abuse, whether physical, verbal, or digital. It implements protection, training, and awareness procedures to ensure a safe, respectful, and harassment-free workplace.

Additionally, **communication activities** (marketing and advertising) align with the principles outlined in this Policy to foster an inclusive corporate culture and promote gender equality, diversity, and women's empowerment with stakeholders. (IS 7.4.01)

DE&I Committee

To ensure active oversight of Equal Opportunities, the Equal Opportunities and DE&I (Diversity, Equity & Inclusion) Committee has been established, comprising:

Michela D'Arelli, Head of Administration and Finance

Giampaolo Grandi, Owner's Representative and Head of Human Resources

Alessandra Monguidi, Head of the Quality, Safety, and Environmental Management System, and Head of the DE&I Management System

This policy is made available for consultation on our **website**.

Corporate Management

Motor Power Company S.r.l.

Dott. Christian Grandi

Reggio Emilia, 14/01/2025