



LIFE FROM INSIDE

DIVERSITY&INCLUSION POLICY



PREAMBLE

The Bracco Group has always been a socially responsible company in all spheres in which it is active, regardless of whether these are directly related to its business or not. In particular, it is heavily committed to social and educational matters, protecting the environment, supporting culture and promoting equal opportunities. Social responsibility has been a cornerstone value for the Group since its foundation, and lies at the very heart of its conduct and business philosophy. Over time, it has helped build an increasingly strong and reliable family company.

Respect, quality and sustainability are guiding values for the business and for initiatives for staff and the community.

In the contemporary economic climate, it is increasingly important to find the right balance of financial, social and environmental priorities. For the Bracco Group, this translates into involving all company personnel, and making sure they are committed to working towards satisfying **the needs and priorities of the company's internal and external stakeholders.**

RESPECT



QUALITY



SUSTAINABILITY



Over the years, numerous, ongoing efforts have been made on this front:

Corporate Social Responsibility (CSR) is an integral part of the Bracco Group's founding values. The corporate approach and the way the business is managed have always sustained CSR, based on three fundamental pillars:

- » Economic sustainability
- » Environmental sustainability
- » Social sustainability (promoting equality, diversity and welfare policies)

Bracco Foundation - Born of the values the family and the Group developed over its 90-year history, the Bracco Foundation has launched countless projects to improve quality of life and social cohesion, paying particular attention to the **worlds of women and young people.**

Code of Ethics - The recent joint efforts to update the Group's Code of Ethics confirms this commitment, working together to identify the principles, rights, duties and responsibilities that all staff must adhere to and, within their remits, make sure they are respected.

Sustainability Report - The **importance of sustainability** is clear in the Bracco Group's **Sustainability Report** (www.braccoforasustainablefuture.com), in which one of the targets of the sustainability plan is to increase gender equality.

The **purpose of this Diversity & Inclusion Policy is to develop a clear approach to active strategies and practices that can assist** (within the framework of the company's social responsibility) in creating a workplace in which **all forms of diversity are appreciated and included**, with this also bringing a competitive advantage to the business.



APPROACH



**WE BELIEVE THAT VALUING
THE PLURALITY IN OUR
RANKS AND FOSTERING
THE INCLUSION OF ALL IS
A TARGET TO BE PURSUED
ACTIVELY, PROMOTING
AWARENESS IN ORDER
TO DEVELOP A CULTURE
IN WHICH SUCH VALUES
BECOME AN EVERYDAY
REALITY**

BUT HOW IS INCLUSION ACHIEVED?

We firmly believe creating an inclusive workplace requires the joint commitment of **two parties**:



the **organisation**, through policies, guidelines and rules that eliminate the risk of discrimination in the key processes involved in managing people (recruitment, assessment, career development, compensation...);



every Bracco Group staff member, regardless of level or corporate area, through behaviour that is respectful towards other staff members, contract workers and supervisors.

Managing plurality is not easy. Simply acting the same with everyone is not sufficient to avoid differences in how people are treated. **Differences exist and need to be taken into serious consideration** to find the most correct and effective ways of relating to others. Including does not equate to "giving everyone the same thing" based on a simplified concept of equality, but to "give each his or her due" according to a **criterion of fairness**.

The concept of equality does not remove conditions of disparity. Indeed, for parity, it is not only necessary to give that which is missing, but also to remove any obstacles to achieving full equality.

WORKING TOWARDS GREATER INCLUSION MEANS PROMOTING AND CREATING EQUAL OPPORTUNITIES FOR ALL.

Having a heterogeneous workforce (in terms of gender, culture, age, abilities and sexual orientation...) is not sufficient. We want to work actively to combine these "ingredients" in a **recipe of success**, generating well-being and increased competitiveness for our company.

SUCH THAT DIVERSITY BECOMES RICHNESS, IN ALL SENSES



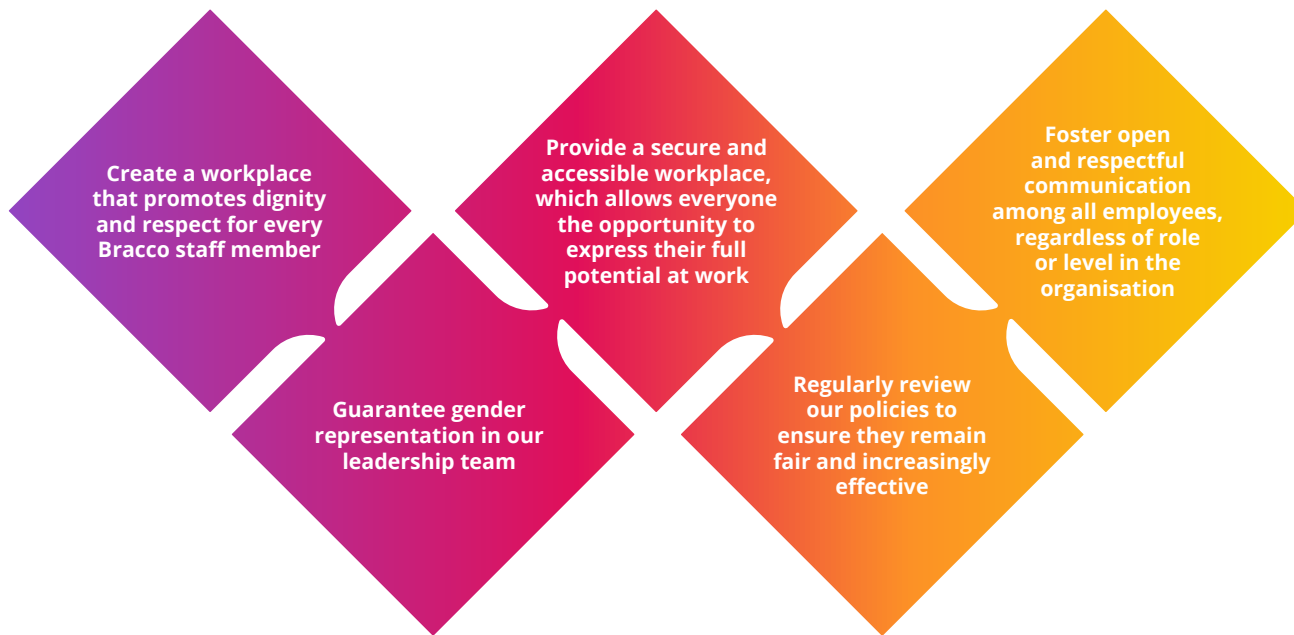


PURPOSE

PLURALITY IN THE BRACCO GROUP MUST BE SAFEGUARDED AND ENCOURAGED THROUGH PERVASIVE, CONCRETE ACTIONS IN ALL ORGANISATIONAL AND MANAGEMENT PROCESSES BUILT ON AN AWARENESS AND APPRECIATION OF THE DIFFERENCES BETWEEN PEOPLE

Diversity enriches and brings new ideas, multiplying opportunities for innovative solutions. People from different cultures, social backgrounds and age groups with a variety of skills, know-how and experience are a **distinctive strength** that, among other aspects, makes it possible to better understand customers' needs.

THE PATH TO DEVELOPING A STRONGER CULTURE OF INCLUSION AT BRACCO IS FOCUSED ON THE FOLLOWING KEY GOALS:



THESE GENERAL GOALS ARE THEN MORE FULLY EXPRESSED IN SPECIFIC AREAS THAT ARE OF PARTICULAR IMPORTANCE IN OUR GROUP



GENDER

Bracco wants to achieve **gender equality**, moving beyond all forms of stereotyping, discrimination and prejudice. In cultural terms, the company is committed to providing initiatives that increase awareness at all levels, particularly to overcome gender bias, which is a hidden prejudice to the detriment of women. The company also promotes policies and actions designed to encourage equal opportunities, work-life balance, and the sharing of family responsibilities and care roles. Our strategic approach focuses on **removing the gender gap** in compensation policies and on **gender equality in career development**, basing this on fairness and performance through specific projects and positive actions. One of the company's goals is specifically to increase the number of women in top positions.



GENERATIONS

Bracco recognises and appreciates actions and initiatives that are focused on the development and management of the needs of the **different generations within the organisation**. Given the demographic outlook and the consequent impact on turnover in company staff, policies in this sphere must **focus on and encourage inter-generational dialogue and debate**. Such interaction must foster a positive "contamination" of differing social, cultural and work experiences as well as the varying abilities, know-how and hard and soft skills (including digital skills) typical of each generation.



DISABILITIES

Bracco recognises equal opportunities for all people, regardless of whether they have sensory, cognitive or motor disabilities. In this context, the Group is committed to adopting concrete measures to hiring and including people with disabilities, fully valuing their talent and skills through training and personal enrichment opportunities, and creating workplaces that are accessible with adequate aids ("reasonable accommodation").



CULTURES

Based on the firm belief that the integration of different cultures and experiences is a source of richness, Bracco is committed to **fostering exchange among the different cultures** within the Group, including by promoting a "multicultural mindset". Such an approach to work helps drive the competitive development of organisational solutions that better position the company in the market. The goal is to ensure people from different cultures co-exist to sustain innovation, accelerate growth and make "informed" decisions.

POLICY RECIPIENTS



The commitment to creating a more inclusive Bracco Group that places greater importance on the plurality of its staff **encompasses all people within the organisation**, each within their own sphere of responsibility.

Everyone is asked to conduct themselves with other people in a manner that is respectful and attentive, to avoid sexist or homophobic jokes or remarks, and disrespectful comments.



DIVERSITY & INCLUSION POLICY



GOVERNANCE SYSTEM AND IMPLEMENTATION

- **Governance:** Group Human Resources has approved this Policy that applies to the whole Bracco Group. GHR with Corporate Social Responsibility department are responsible for setting strategic direction and overseeing the implementation of this policy and D&I initiatives.
- **Implementation:** Group Human Resources and CSR will develop and execute initiatives to promote diversity and inclusion across all levels of the organization.
- **Reviews:** Group Human Resources and CSR will conduct periodical reviews (at least every 2 years) of this Policy, gathering feedback from the involved stakeholders, with findings and recommendations presented to the executive leadership team.

TARGET SYSTEM REFERENCE

Diversity & Inclusion Goals aim to achieve an inclusive environment where all employees feel valued and respected. Targets are set and updated yearly by Group Human Resources and shared with the Corporate Social Responsibility department. Targets are structured and kept updated in the Sustainability Plan. Every year, in the Annual Sustainability Report, actual results are reported and compared with Targets to assess the level of achievement.



DIVERSITY & INCLUSION POLICY **BRACCO GROUP**

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