

switch n

*Diversity Equity Inclusion
policy*



Index

The purpose of this document is to define the Group's approach in terms of objectives, strategies and initiatives related to Diversity, Equity and Inclusion.

PAG. 3
PREMISE

PAG. 6
PURPOSE

PAG. 10
GOVERNANCE

PAG. 13
INITIATIVES

PAG. 14
MONITORING

PAG. 15
REPORTING


PAG. 17
REFERENCES



Premise

The De' Longhi Group's values reflect who we are, our character, and our way of being and working. **Ambition, competence, courage, heritage, respect, passion, and teamwork**, are at the heart of our work, inspiring us to improve day by day.

To this extent, the Group is committed to upholding the values of diversity, fairness, and inclusion based on the **respect** for People's rights and freedom, adopting business processes, organizational structures and management initiatives, in order to ensure that everyone has equal opportunities for **career, pay and experience**. For the Group, protecting the **unique heritage that our People bring** is one of the fundamental pillars for our **long-term sustainable growth both for our business and for each of us as individuals**.

A woman with long braids, wearing an orange polo shirt and grey trousers, is working at a workstation in a factory. She is wearing white gloves and is looking at a computer monitor. The workstation has a keyboard and a box of Braun blenders. The background shows a factory floor with metal shelving and a wire mesh fence.

Our ambition is to promote a collaborative and inclusive work environment,

capable of gathering contributions from all the People involved, in order to **enhance fair growth** and improve the **level of inclusion and social cohesion** of **employees, consumers, suppliers** and **local communities** in general.

Additional info

Any changes to this Policy resulting from organizational changes, updates to the relevant regulations and/or internal regulations, are made upon the proposal of the Chief People Officer by the Chief Executive Officer, Chief Corporate Services Officer and the Group General Manager, and shared with the relevant endconsultative Committees and the Board of Directors.

The Policy applies to all De' Longhi Group's Companies, adopting it within their own regulations, and it also applies to all the People working with the Group as clients, visitors and suppliers.

The Policy is communicated, available and accessible to our People on the company intranet in Italian and English. It is also made public on De' Longhi Group's website.

All Employees shall receive specific training on DEI topics.

Purpose

The background of the slide features a photograph of two women in a professional office environment. One woman, in the foreground, is seen in profile, wearing a dark blue blazer and pointing towards a screen or document. Another woman is visible in the background, also in professional attire. The image is overlaid with a semi-transparent yellow filter.

The main goal is to provide a framework around this conversation:

No distinction, exclusion, restriction or preference, direct or indirect, may be adopted.

Purpose

Words often have different meanings for different People.
This introduces the need for a shared understanding in order to open the journey on Diversity, Equity and Inclusion.

The purpose of this statement is to promote **dialogue and passion** around diversity, equity and inclusion at work in De' Longhi Group.

It is not meant to be exhaustive and definitive.

Purpose

The main goal is to provide a framework around this conversation:

Diversity

means

valuing the heritage of everyone

Equity

means creating and promoting

fair and equitable opportunities

Inclusion

means

empowering People to achieve more together

Purpose

No distinction, exclusion, restriction or preference, direct or indirect, may be adopted on the basis of:

AGE



CATEGORY PROTECTED BY LOCAL LAWS



DISABILITY



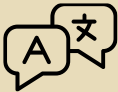
GENDER EXPRESSION OR IDENTITY



GENETIC INFORMATION



LANGUAGE



MARITAL OR DOMESTIC PARTNERSHIP STATUS



MILITARY OR VETERAN STATUS



NATIONAL ORIGIN



RELIGION



PARENTAL STATUS



PERSONAL CONVICTION



POLITICAL OPINION



RACE OR ETHNICITY



SEXUAL ORIENTATION



TRADE UNION AFFILIATION OR ACTIVITY



Governance

A photograph of a diverse group of people sitting at a table in a meeting, with a warm yellow overlay. The image shows several individuals, including a woman with glasses and curly hair, and a man in a dark sweater, all appearing engaged in a discussion. The background is slightly blurred, suggesting an office or meeting room setting.

The Group set an appropriate Governance on Diversity, Equity & Inclusion initiatives.

Governance

Roles and Responsibilities

The Diversity, Equity & Inclusion Steering Committee is coordinated by the Chief Corporate Services Officer, and composed of the Chief Executive Officer, the Group General Manager, the Chief People Officer and the Global Talent Attraction & People Development Director. It approves the strategy, policies and metrics on diversity, equity and inclusion.

The Leadership Team plays an active role in sponsorship and change management; provide business perspective on messaging and implementation of DEI Strategy;

The Group Sustainability Director and the Investor Relations ensure that developments in Diversity, Equity & Inclusion are monitored on an ongoing basis as part of a broader ESG strategy, and provide insights and advice, checking that the internal objectives are consistent with changes in the market, in order to promote improvement in this area.

Governance

The Global Wellbeing and Engagement Team provides relevant data and insights and advise on strategy, monitors the evolution of Diversity, Equity & Inclusion as part of a broader ESG strategy, in close contact with all corporate and local business structures, to verify the consistency of internal objectives with market evolutions, also in order to promote their improvement.

The Global Wellbeing and Engagement Team reports to the Global Talent Attraction & People Development Director who provides connection to broader HR initiatives and executes on organizational changes.

Initiatives

Our commitment grounds on concrete DEI initiatives related to four focus areas that will enable us to meet our Group's objectives:

- **COMPANY CULTURE:** having a strong heritage on diversity, we want to boost the value that differences can bring to our organization, starting from a culture that already considers cultural differences as a strength and enhances them. This focus area ensures De' Longhi Group management and employees are aware of and understand DEI and the related challenges.
- **PROCESSES:** to create fair processes and guidelines, ensuring People can thrive beyond their identities and guaranteeing equal accessibility to opportunities, career and pay. The aim is to take decisions with equity and fairness.
- **GOALS & KPI:** to have a clear picture of the as-is situation and set the targets we want to achieve and easily monitor them.
- **TARGETED INITIATIVES ON GENDER DIVERSITY:** to empower women to express their full potential through targeted initiatives.

Monitoring

A worker in a factory setting, wearing a white hairnet and white gloves with orange accents, is focused on working on a piece of machinery. The worker is wearing a dark blue polo shirt with white and blue stripes on the sleeve. The background is a blurred industrial environment with metal frames and equipment. The overall lighting is warm and slightly dim, creating a professional and focused atmosphere.

The Global Wellbeing and Engagement Team defined an appropriate set of DEI KPIs in order to monitor progress towards De'Longhi Group's ambition and report consistently on outcomes internally and externally through appropriate channels.

Reporting

Reporting, confidentiality, non-retaliation
and consequences in case of violation.

Reporting

De' Longhi Group encourages the Recipients of this Policy to report in good faith, even anonymously, any act or omission by anyone at De'Longhi Group, 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. De'Longhi Group Integrity Platform, available in the website www.delonghigroup.com/en/governance/whistleblowing complies with the Whistleblowing legislation and respects the security standards (ISO 37001: 2016) and the best practices.

The Integrity Platform is managed by an independent third party company, EQS Group AG, to protect the identity of all those who use it.

The Group, in fact, undertakes to protect the confidentiality of the identity of the reporting party and to ensure that no retaliatory or discriminatory act, direct or indirect, is adopted against the person who in good faith has made reports. The Whistleblowing Committee is responsible for carefully evaluating each report, carrying out specific investigations of cases, where necessary, and adopting coherent and appropriate measures.

Reference

External References

[United Nations Global Compact](#)

[Women Empowerment Principles](#)

[United Nations International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and the United Nations Convention on the Rights of the Child](#)

[International Labour Organization Declaration on Fundamental Principles and Rights at Work and the relevant applicable conventions](#)

[International Labour Organization Convention on Violence and Harassment](#)

[United Nations Sustainable Development Goals](#)

Reference

Internal References

[Code of Ethical Conduct](#)

[Diversity Policy for the Members of Corporate Bodies](#)

[Sustainability Manifesto](#)