



Diversity, Equity and Inclusion
Policy

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1. Introduction

The Deloitte Central Mediterranean network (the "DCM network") promotes a culture that respects diversity and knows how to value it, that highlights individual ideas, perspectives, experiences, and skills. Thus, everyone can feel safe and free to develop their talents. Our priority is to create a work environment where people can feel included, without any kind of discrimination, and where diversity is an added and strategic value with a tangible impact on business.

DCM network companies recognize and protect fundamental human rights and value the principles of diversity, equity and inclusion, as recognized and established in their respective Codes of Ethics and integrate standards from international organizations, including:

- The Universal Declaration of DE&I Human Rights;
- The United Nations Global Compact;
- The United Nations 2030 Agenda for Sustainable Development;
- The United Nations and OSCE Conventions on women's rights, children's rights, rights of persons with disabilities, and on the fight against racial discrimination and discrimination against lesbian, gay, bisexual, transgender, and intersex individuals;
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work;

In this context, the ALL/IN strategy (also called "the DE&I policy") is implemented, aiming to make organizational culture increasingly inclusive and to increase the representation of everyone's uniqueness, with a specific focus on gender representation at all levels of the organization. In line with Deloitte's global Purpose "Making an impact that matters," the goal is to promote inclusion not only within the network, but also among its clients and at the social level, including through initiatives having a social impact.

In the DCM network, diversity is a cross-cutting concept that refers to all visible and invisible individual characteristics that make people unique. Specifically, it values cognitive diversity – meaning the different ways in which people interpret and perceive the world which is a generator of innovation and creativity.

If diversity is a fact, inclusion is a choice that consists of three elements:

- Respect and transparency: opportunities for growth and learning are equally distributed among people and within teams; there is a climate of mutual respect
- DE&I talent enhancement and sense of belonging: each uniqueness is recognized and valued. This generates social connection and a sense of belonging to the group
- Psychological safety and inspiration: confidence in everyone's potential encourages everyone to express their talents and creativity at their best, making innovative contributions

In line with the Deloitte's Global Shared Values, "Take care of each other" and "Foster inclusion," the ALL/IN strategy comes to life through numerous training and information activities delivered to all network employees on issues related to diversity, equity, and inclusion, as well as internal initiatives and campaigns to promote an inclusive corporate culture and language.

In addition, the strategy also includes a communication plan on diversity, equity and inclusion issues, with the aim of ensuring internal two-way communications across different levels of the organization. This involves engaging staff in the spread of culture on DE&I issues, stimulating active contribution and encouraging participation and consultation.

1.1 Governance

The DCM network has developed an organizational structure dedicated to promoting values of equity and inclusion, consisting of:

- Diversity, Equity & Inclusion Leader (DE&I Leader)
- Diversity, Equity & Inclusion Committee (DE&I Committee)
- Diversity, Equity & Inclusion Team (DE&I Team)
- A network of Diversity, Equity & Inclusion Ambassador (DE&I Ambassador)
- ERGs (Employee Resource Groups)

Specifically, the implementation of the DCM network's diversity, equity, and inclusion strategy is monitored through the establishment of the DE&I Committee, which is actively working to create the conditions for the network to be more inclusive and it is presenting itself as a point of reference to receive and resolve any issues inherent to respect and inclusion.

The DE&I Committee is composed by a representative Partner for each Business within the DCM network (pre-appointed by the CEO of their respective operating company), the People & Purpose Leader, and the DE&I Leader (identified and appointed by the network People & Purpose Leader)- The Committee is the governance body whose purpose is to define the plan of actions related to the ALL/IN strategy, approve it, and share it with the Executive Committee of the DCM network. The DE&I committee meets periodically; the People & Purpose Leader attends all DCM network Executive Committee meetings, where they share the strategic plan and improvement actions, with the support of the DE&I Leader (with periodic attendance).

In the Gender Equality Management System, the DE&I Committee serves as the lead committee and the DE&I Leader is the coordinator of the Gender Equality Policy, which is an integral part of the ALL/IN policy and its implementation.

The DE&I Committee is responsible for the establishment, effective adoption, and continued implementation of the DE&I Policy. The Committee is also responsible for developing the strategic plan - setting simple, measurable, achievable, realistic, time-bound

objectives for each theme identified in the DE&I Policy and assigning them to be executed. It must also be involved in the periodic review of the Management System.

The DE&I Team, led by the DE&I Leader, cooperates with the DE&I Committee for the definition and implementation of activities dedicated to the inclusion of DCM network people and aimed at promoting an increasingly inclusive culture.

The network of DE&I Ambassadors and ERGs helps to spread the culture of inclusion and respect within each Business of the DCM network, promoting centrally launched initiatives and events and gathering useful proposals to enrich the inclusion strategy.

The main pillars of the ALL/N strategy are defined by the Deloitte Network at the Global level, and each company implements them in accordance with its own cultural context of reference.

In addition, the perception of DE&I among employees - with regards to the organizational climate, their professional experience in terms of talent development, inclusion, and well-being within the organization – is regularly collected through a survey launched at the international level.

1.2 Recruiting and hiring processes

The DCM network recognizes the importance of merit-based approaches in personnel recruiting and hiring processes, where skills and talent are central elements, in a context free from discrimination and in full respect of equal opportunities.

The DCM network promotes transparent and objective recruiting and hiring processes that are aligned with the organization's values and its commitment to diversity, equity and inclusion. Ensuring equal opportunities underlies all processes related to attracting, selecting, and hiring new personnel, in compliance with current regulations. In addition, all human resources professionals, regardless of their seniority level, are involved in training initiatives on gender equality and diversity and inclusion.

1.3 Skills development and personal growth

The DCM network is committed to promoting a dynamic work environment by providing people with tools and training opportunities that foster creativity, innovation and collaboration, and that enhance each person's uniqueness.

In order to promote and develop an inclusive organizational culture, the DCM network acts on all stages of its Talent Experience, through the adoption of inclusive behaviors that are consistent with all its shared values, of which inclusion appears to be a crucial one.

Individuals' growth path within the organization is structured around shared, objective, transparent and fair criteria - related to:

- the development of skills - called "Talent Standards";
- the achievement of quantitative objectives assigned and agreed annually;
- the contribution and performance of individuals;
- the compliance with company policies.

In addition, the evaluation of individual performance is governed by structured processes of transparent communication and discussion with managers. During these processes, it is crucial to set and monitor goals, receive feedback, recognize and leverage strengths, and work on areas of development.

1.4 Pay equity

The DCM network's compensation policies are aligned with the principles promoted by the network as well as the promotion of equity and the enhancement of merit and talent. In line with its commitment to ensure equal opportunity and act in a fair and transparent

manner, the DCM network guarantees equitable compensation practices based on the recognition of merit, value and talent and on objective criteria determined by the Talent Experience.

Therefore, equal pay is ensured, in a discrimination-free environment and in full compliance with applicable regulations and equal opportunities.

1.5 Gender equity

In line with the goals of the ALL/IN strategy, the DCM network is committed to increasing women representation in the corporate environment at all organizational levels. Special attention is paid to leadership roles, with a focus on the continuous improvement of the presence of women in top and executive positions, as it represents a key quantitative indicator of their level of integration in the organization. Targets for gender representation on the total number of Partners and Leadership roles have been set since FY18. These targets are monitored annually in the framework of the global gender equity objective. To support the achievement of the overall targets, a KPIs system is shared among Partners in leadership roles. The system, established in 2022, is related to targets for female representation on various levels of tenure, work-life balance, and the perceptions of inclusion. - These KPIs contribute to the Partners' annual performance evaluation.

1.6 Respect for LGBT+ Rights

In line with its values, its Purpose and the ALL/IN inclusion strategy, the DCM network promotes human rights respect and inclusion in the work environment and in the communities in which it operates. Specifically, it implements actions aimed at increasing knowledge and awareness to eliminate stereotypes and prejudices and has created a network of allies of the LGBT+ community to promote inclusion at work through the "Globe" ERG.

The Global Deloitte network adopted the «Standards of Conduct for Business in Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex people (the LGBT+ Standards)» of the UN High Commissioner for Human Rights, sharing their principles and objectives.

1.7 Inclusion of people with disabilities and people with neurodiversity

In order to eliminate the barriers that prevent people with disabilities – both visible and invisible - and with neurodiversity from expressing their potential freely and without prejudice, the DCM network has developed an approach to disability based on the bio-psycho-social model. The model describes disability as the result of a complex relationship between a person's health conditions, personal factors, and environmental factors – meaning the physical, social, and cultural barriers that people with disabilities face on a daily basis. To reduce and remove those unfavorable situations that prevent people with disabilities from fully expressing themselves, it is essential to consider the relationship between these factors.

Neurodiversity does not refer to a disadvantage, but rather to the different ways the human brain functions, highlighting the atypical attitudes they bring with them. People with neurodiversity face some difficulties that can be overcome with reasonable accommodations in the workplace, which the DCM network is committed to activate

1.8 Multiculturalism

The DCM network fights systemic biases, all forms of racism and unequal treatment by enhancing work environments where diverse cultural identities coexist and connect.

Within the DCM network, initiatives are developed and promoted to increase the representation and inclusion of ethnic, linguistic, and religious minorities at all stages of the career path - from recruiting to entry into the company, from training to skills development and career advancement. The network promotes and values cultural diversity by working on overcoming stereotypes and prejudices, promoting the development of cultural intelligence through widespread awareness activities and moments of interactions aimed at strengthening intercultural dialogue.

1.9 Parenthood and Caregiving Responsibilities

The DCM network is committed to supporting parents and people with care responsibilities and improving their work-life balance and well-being in the workplace by proposing initiatives capable of responding to individual needs. The framework within which these initiatives take place is called "Parents Planet" and it illustrates and contains the company's actions and strategies on maternity and paternity protection and support.

In reference to paternity, in order to support fathers in childcare and participation in family life, a policy offering additional paternity leave days over and above those already provided by law was launched.

As far as maternity is concerned, additional dedicated policies have been developed with the purpose of providing financial support that facilitates the parenting experience through the corporate welfare platform and of ensuring an inclusive return from maternity leave.

In addition, an ERG (Employee Resource Group) called "Parents @Deloitte" has been established for network employees with children in Italy.

The company's welfare platform also includes benefits and accommodations for individuals with caregiving responsibilities, to balance caring responsibilities with professional duties and support the caregivers

1.10 Attention to work-life balance and well-being

The DCM network is committed to improving people's work-life balance through the adoption of a flexible working approach that considers personal needs, client demands, team requirements, organizational needs and the nature of the activities.

Individual well-being and work-life integration are at the core of each business' strategy within the DCM network, through the implementation of a holistic approach that integrates physical, mental, and social well-being.

Whitin this context, the DCM network's Well-being strategy is applied. The strategy is based on three complementary pillars: Body, Mind and Purpose. It recognizes that a focused mind, an energized body, and a sense of belonging to a community are the elements that enable individuals to unleash their full potential while integrating their professional and personal lives. Priorities for action are identified through a periodic survey measuring the level of well-being of DCM network employees.

1.11 Mental health

The DCM network believes that supporting mental health is critical to ensure inclusion and is currently working to address the stigma that still exists within society. In fact, Deloitte is a founding partner of the Global Business Collaboration for Better Workplace Mental Health (GBC) and is committed to creating a work environment in which people can live their daily lives to the fullest and overcome stigma related to mental health, through the promotion of internal initiatives and the supply of tools and resources.

1.12 Harassment and Discrimination

The DCM Network is committed to ensuring an inclusive and respectful work environment in which each person is treated with dignity and respect and where equal opportunity is ensured. In line with this commitment, the network has adopted an Anti-Discrimination and Anti-Harassment Policy, stating that no form of harassment or discrimination, initiated by or directed at anyone in the DCM network - including suppliers, customers, or visitors to the organization's locations - is tolerated. To this end, there is a dedicated internal service, managed by a third party to ensure appropriate standards of confidentiality and anonymity, through which individuals can report actual or suspected non-inclusive behaviors or raise any questions related to ethics and inclusion.

All reported incidents of harassment, discrimination or retaliation are promptly investigated in accordance with the reporting incident management process. All information about those involved is highly confidential.

Moreover, a Non-Retaliation Policy has been adopted to avoid retaliation against those who file a complaint or provide information regarding an incident of harassment or discrimination. If prohibited behavior occurs - including harassment, discrimination or retaliation - disciplinary action may be initiated, in accordance with the organization's disciplinary policy.

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