

POLICY DIVERSITY, EQUITY AND INCLUSION

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Each individual is unique and different, with their own story,
experiences, characteristics, abilities and qualities.



In line with Agenda 2030 for Sustainable Development objectives no. 5 (Gender Equality) and no. 10 (Reducing Inequalities), in this document Nhood defines, recognises and accepts the value of the principles of **diversity, equity and inclusion**, both within the Nhood organisation and outside it, to support an inclusive, open, respectful and pluralistic working environment, where everyone can realise their full potential.



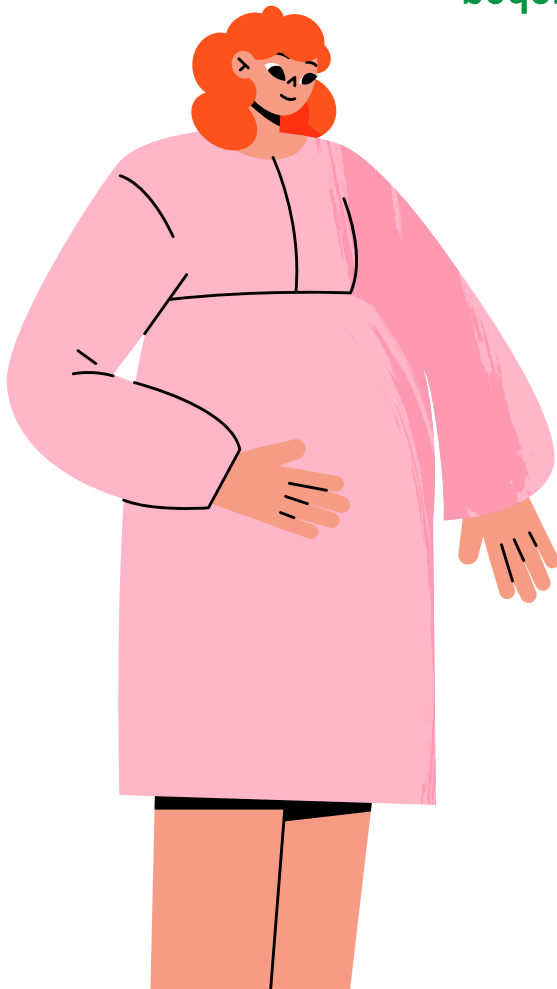
Diversity is the manifestation of our being and our behaviour, it is what drives our free thought and allows us to see the world beyond its surface appearance and to enjoy its multi-faceted complexity and beauty.



Appreciating diversity, guaranteeing equity and creating the best conditions for everyone to express themselves freely are primary and strategic factors for Nhood, whose people are its most important asset.

To guarantee full expression for all, **Nhood encourages a culture of open-mindedness** and respect for equal opportunities in all operational functions and environments, without distinctions of gender, marital status, gender identity or sexual orientation,

health, religion, political opinions or union membership, ethnic origin, nationality, age or ability differences. This culture reflects an organisation where plurality, equity and inclusion help increase people's trust and sense of belonging, make the company more cohesive in facing working challenges, and create value in the society in which we live.



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Nhood is committed to actively respecting and promoting the principles set out in national law, contractual provisions and the standards laid down by international organisations, including:

- Agenda 2030 for Sustainable Development and its related Sustainable Development Goals (SDGs);
- United Nations Global Compact;
- United Nations 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 people with disabilities;
- Declaration on the Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organisation (ILO);
- ILO Convention on violence and sexual harassment.

Nhood confirms its commitment to these issues
Nhood also commits to creating groups and initiatives to guarantee the monitoring, accountability and evaluation of specific KPIs on predetermined DEI objectives.

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At Nhood, we believe that diversity is the most natural ingredient for change: in a constantly evolving world, diversity is the seed of renewal.

Diversity is a value that feeds creativity, productivity and idea-generation, that can improve the working environment and support a stimulating and varied culture, so diversity should be encouraged and protected in all its forms:

- **GENDER**

Nhood promotes an environment that supports gender equality at all levels and the overcoming of all stereotypes. It is committed to eliminating the gender gap and to reinforcing and sustaining women in key roles and in awareness-raising training initiatives and activities designed to spread a culture of gender balance.

- **AGE**

Nhood is committed to facilitating dialogue, cooperation and the transmission of knowledge between people of different ages in order to promote integration at work and the development of a multigenerational environment where individual professionals are valued and developed.

- **ABILITY**

Nhood promotes barrier-free tools and work-spaces to guarantee total accessibility for all differently-abled employees and stakeholders and give them access to physical spaces, information tools (e.g. company applications) and training activities, allowing everyone to contribute fully to company processes.



- **CULTURE**

Nhood promotes, sustains and encourages openness to comparison, integration and multiculturalism both internally and externally, seeing it as a source of knowledge, innovation and creativity.

- **GENDER IDENTITY AND SEXUAL ORIENTATION**

Nhood promotes the creation of inclusive environments where everyone feels respected and valued regardless of their identity, gender expression or sexual orientation; it rejects all discrimination and is committed to eliminating it.



At Nhood, investing in human resources and in the uniqueness of the individual means promoting initiatives and good business practices and translating them into a day-to-day, concrete commitment.



- Break down all types of stereotype and prejudice and proactively identify the elements that prevent the objective elimination of discrimination, such as cognitive bias (conscious or unconscious);
- Create relationships based on mutual trust and respect that allow people to express themselves freely without fear of being judged/penalised;
- Promote dignity and respect for each individual, not tolerating any form of intimidation, bullying or harassment;
- Develop initiatives to support diversity and break down existing barriers;
- Use a respectful and inclusive communication style;
- Create an environment where everyone's uniqueness and contribution are recognised and valued, spreading inclusive management and leadership styles at all levels;
- Encourage a good work-life balance;
- Promote equal opportunities, offering possibilities for growth and development based on merit and potential, independent of age or previous career, and recognising appropriate opportunities for professional achievement at all ages, consistent with each person's combination of experience/motivation/adaptability.



- **RECRUITING, SELECTION AND HIRING: FROM BLIND CVS TO MIXED PANELS**

Nhood recognises the value of merit in recruiting, selecting and hiring new staff, without any sort of discrimination, fully respecting equal opportunities and the provisions dictated by internal procedures.

For this reason, we commit to basing recruiting campaigns on objectivity, competence and professionalism, promoting the values of equal opportunities and ensuring wherever possible that all genders and other forms of diversity are represented on the long and short lists of candidates, to guarantee an equitable and impartial selection process.

To reinforce the concepts of transparency and impartiality, another phase of evaluation is being introduced, conducted by mixed panels of managers with different functions.

- **COMPENSATION**

The compensation process is based on the principles of transparency and equality and, with complete neutrality, autonomy and independent judgement, considers criteria such as the individual's merit, abilities, competencies and performance, as well as their role in the organisation. Nhood is committed to analysing and monitoring the gender pay gap annually and to developing strategies and initiatives to overcome any gaps revealed, in order to actively promote pay equality.

- **TRAINING**

Nhood is committed to creating a training culture that guarantees equal participation for all, without any distinction, in order to allow individuals to develop their competencies. Training programmes are planned for the professional growth of all co-workers, so that everyone can reach their full potential. Additionally, with the aim of further developing the culture of non-discrimination in the company, Nhood is committed to developing a programme to help people recognise and eliminate every type of stereotype. This training is for all staff and will form part of the induction process for new employees (e.g. unconscious bias, Valore D, PWN, etc.).



- **PROFESSIONAL DEVELOPMENT**

Nhood uses a process of assigning objectives, evaluating performance and identifying succession plans based on respecting the principles of transparency, diversity, inclusion and equal opportunities, impartiality, proportionality and competence. The objective of this process is to promote listening and comparison, guaranteeing the alignment of individual and company objectives. To guarantee equal treatment for all employees, all managers will undergo training on unconscious cognitive bias.

- **WORK-LIFE BALANCE**

Nhood recognises the importance of balancing private life and work, in order not to penalise the most vulnerable categories, to guarantee everyone equal work opportunities, to allow everyone to achieve their ambitions and personal and professional aspirations, and to guarantee respect for a healthy lifestyle. With this in mind, Nhood is committed to providing practical tools and implementing tailor-made initiatives to encourage a good work-life balance.



RULES FOR CIRCULATING, MONITORING AND UPDATING D.E.I. POLICIES

Nhood is committed to circulating the contents of this Policy and making it available to all stakeholders on the company intranet and on the institutional website with the aim of transparency and collaboration.

In this context, Nhood is committed to promoting a continuing dialogue on DEI topics with its stakeholders (clients, investors, rating agencies and civil organisations), to gain a better understanding of their legitimate expectations on the topics of diversity and inclusion.

To that end, a system for flagging up violations through the following channels is planned:

- Information platform accessible on the institutional site **www.NHOOD.it**, through the following link:
<https://ewhistleNHOOD.azurewebsites.net/>;
- e-mail (encrypted): **segnalazioni@odvnhood.it**.

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