

Diversity, Inclusiveness and Equality Policy

Diversity is a fundamental contributor to the fame and success of Benetton Group that started to celebrate it from the beginning of its story. One of the fundamental values of the Company is the value of Colour, which symbolizes not only happiness but also the acceptance of all the shades that life can offer us.

During the years, Benetton Group pursued this idea through its products and through its advertising campaigns, aimed to show to the public the beauty of what is different.

With this experience in mind, Benetton Group is committed to create and maintain a work environment that is inclusive, respectful of human rights and free from discrimination, following the fundamental values written in its *Code of Ethics* (https://www.benettongroup.com/site/assets/files/1087/code_of_ethics.pdf). The Group recognizes that promoting inclusiveness contributes to the achievements of corporate objectives.

The scope of this policy is to ensure the establishment of a workplace where differences are welcomed as a value added, where people feel free to express their ideas, where employees experience a sense of belonging and have the same opportunities to grow personally and within the company, without distinctions based on gender, culture, religion.

Company Commitment

Benetton Group is committed to maintaining relations with its employees based on loyalty, transparency and mutual respect, without any form of discrimination. In particular, it is committed to offering all employees the same work opportunities and guaranteeing everyone opportunities of professional growth based on a meritocratic and objective system.

Benetton Group is committed to promoting the development of skills and professional capabilities so that each individual feels fulfilled in achieving the objectives.

To protect the principles of transparency and non-discrimination, the Company is committed to adopting criteria of merit and skill, and in any case strictly professional criteria, for any decision concerning an employee.

Benetton Group and its subsidiaries create an environment adapt to include people with limited access to the labour market.

Grievance Procedure

If an employee has reasons to think that the Company is not behaving according to this policy, the employee should raise this concern to the manager or HR department, and refer to the *Grievance Policy* and the *Whistleblower Procedure*.