

The commitment of Chemical Express on Diversity and Inclusion policies



Chemical Express is committed to supporting the values of diversity and inclusion through the adoption of corporate, organizational and management processes based on respect for people's rights and freedom.

Chemical Express research identifies a very basic formula:

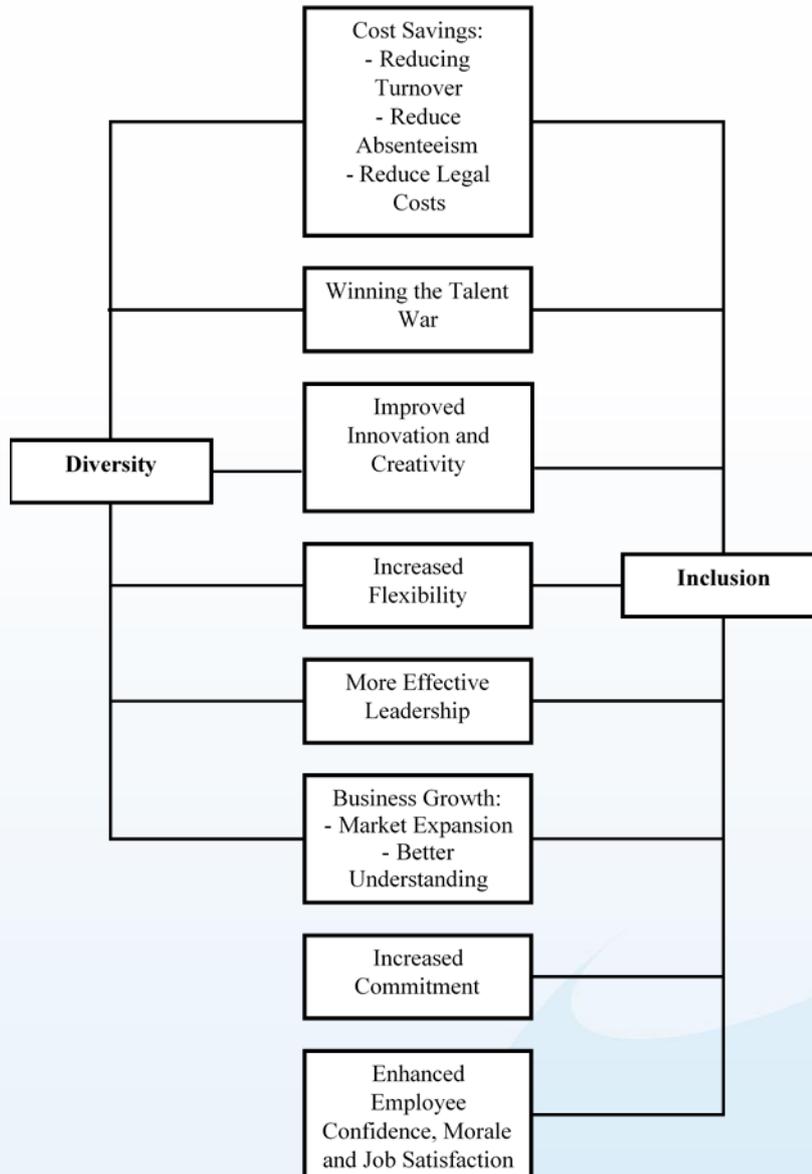
Diversity + Inclusion = better business outcomes

Simply put, diversity without inclusion is worth less than when the two are combined. This insight is gaining traction, helping to position diversity and inclusion as separate concepts.

People feel INCLUDED when:

- They shall be treated fairly and with respect;
- They are appreciated and have a sense of belonging;
- Are "safe" to speak without fear of embarrassment or retaliation;
- Are committed to grow.

Advantages Associated with Diversity and Inclusion



O'Donovan, D. (2017), "Inclusion: Diversity Management 2.0", in Machado, C. e Davim, J.P. (eds), *Managing Organizational Diversity: Trends and Challenges in Management and Engineering*, Springer International Publishing: Germany.

The company operates impartially and does not tolerate any form of direct or indirect discrimination, multiple and interconnected discrimination based on gender, age, sexual orientation and identity, disability, medical status, ethnicity, nationality, political opinions, social category or religious faith. It also promotes conditions that allow the elimination of cultural,

organizational and material barriers that limit the full participation and potential of people within the organization.



Chemical Express safeguards the value of its staff and promotes the protection of their psychophysical, moral and cultural integrity through working conditions that respect individual dignity and rules of conduct.

The company values gender equality and the elimination of every stereotype, discrimination or prejudice to create the best conditions in which every individual can fully express themselves. At a cultural level, Chemical Express is committed to increasingly improving awareness initiatives at all levels with targeted actions to overcome “unconscious bias”.

The Company also advocates policies and actions to promote equal opportunities, work-life balance, sharing of family responsibilities and the removal of potential barriers, including those related to sexual orientation.

The company recognizes and values integrated strategies for the development and management of the needs of the different generations that work together within the organization. Accordingly, in view of the demographic scenario and its impact on company turnover, the policies aim at fostering dialogue and intergenerational discussion. The company’s attention is not only focused on workers’ age and professional background, but also on the search for effective ways to facilitate their development by encouraging the exchange of different social, cultural and work

experiences, as well as of the different soft and hard skills, knowledge and expertise (such as digital skills) belonging to each generation.

In line with the principles of integrating different cultures and experiences, the company is committed to fostering and systematizing the mix of different cultures within the workforce by promoting an intercultural vision that is open to multi-level dialogue and based on organizational and social cooperation. This working style facilitates, at the same time, competitive development of organizational, technical and procedural solutions to improve and identify the company's market positioning. The goal is to bring people from different cultures together to support innovation, accelerate growth and lead to more informed decisions, transparently communicating diversity and multiple perspectives connected to this relationship model.

Based on the principles set out above, Chemical Express intends to take specific steps to promote inclusion by developing a business plan that prioritizes relationship models and processes with a direct impact on the development and management of employees:

- ✓ defining a system of rules designed to promote and guarantee a working environment inspired by transparent, inclusive behavior towards staff, with a focus on equal opportunities;
- ✓ identifying cultural, organizational and interpersonal barriers that prevent full inclusion in the workplace, as well as encouraging opportunities both within and outside the company, including in terms of employment policies;
- ✓ creating working relationships based, at all levels of the organization, on mutual respect and trust.

Chemical Express primarily verifies the effectiveness of the adopted approach through dedicated tools, which consist of procedures for periodic identification and risk assessment activities conducted with stakeholders.

The company, in accordance with the sustainability guidelines, integrates Diversity and Inclusion policies into the Group's risk management model, which it uses to periodically (at least annually) assess them with specific parameters and to define action plans that are fully integrated into the company's broader sustainability strategy, capable of improving the tools provided by the internal control system and ensuring the highest level of implementation of Diversity and Inclusion policies. This policy is communicated to all employees, including through dedicated training sessions tailored to their specific areas of operation, roles and responsibilities.

This policy will be assessed for review at least once a year based on emerging evidence deriving from assessment activities and from the monitoring of national and international trends.

