

PRYSMIAN GROUP DIVERSITY AND INCLUSION POLICY

1. Objectives and scope of the Diversity and Inclusion Policy

Prysmian Group recognizes and sustains the importance of promoting equal opportunities, increasing the value of diversity and inspiring uniqueness among people.

Diversity is a strategic asset for Prysmian Group, as it allows the Group to create an inclusive working environment, which encourages collaboration, creativity and openness and where people can fulfil their potential and increase their motivation.

Prysmian Group, as a group with a global outlook, is aware of the importance of promoting a multicultural working environment, reflecting the diversities of each country where the Group operates while developing a shared common identity, which makes Prysmian Group grow as a company and as individuals.

Inclusion means creating an inclusive culture embracing all forms of diversity, making all people feel involved, engaged and respectful and providing them with the opportunity to fully develop their skills and talents, in line with the objectives of the businesses.

The Diversity and Inclusion Policy applies to all individual employees, job applicants, contractors and agency workers of all Prysmian Group's entities worldwide.

Prysmian Group believes that there is no uniform approach to endorsing diversity and inclusion within all countries and regions where the Group operates. All entities must develop their own diversity and inclusion action plans based on local history and culture, being compliant with the local laws and regulation and addressing the most significant issues on a country base.

2. Prysmian Group Commitment on Diversity and Inclusion

Prysmian Group is committed to ensuring equal opportunities in all areas of employment, avoiding any form of unfair or unlawful discrimination in employment or occupation and promoting a culture where people recognize the value that a diverse and inclusive workforce brings.

Prysmian Group is committed to embracing all the differences in employees' age, gender, marital status, race or ethnicity, nationality, religion or other belief, sexual orientation, social and educational background, family and care responsibilities and any other form of diversity.

Prysmian Group is committed to creating a working environment, which is free from any direct or indirect, associative or individual discrimination, any sort of violence or harassment, either sexual or based on personal, political and cultural diversity. The aim of Prysmian Group is to make sure that all employees treat others, at all times, with dignity, respect and fairness, exhibiting a conduct that reflects inclusion and supports the values of the Group.

Prysmian Group is committed to recruiting, training, and promoting the best people for the job, enhancing the professional development of individuals, inspiring all employees to reach their full potential and supporting the sharing of best practices across the Organization.

Prysmian Group wants to make sure that it can effectively leverage the collective strengths of its workforce and successfully draw on its diverse pool of talents, recognizing that people from different backgrounds and experiences can create value for the Organization.

Prysmian Group is committed to fully complying with all relevant legislation associated with diversity and inclusion, other appropriate legal frameworks elsewhere and relevant best practices for the geographies where they operate.

3. Application and diffusion of the Diversity and Inclusion Policy

Prysmian Groups believes that in order to create and sustain a diverse and inclusive culture these commitments need to be endorsed by all employees throughout the Group, who are required to comply with the policy in all their dealings with colleagues, customers and all those with whom an employee comes in to contact with.

The Policy does not only apply when employees are working on Prysmian Group premises, project sites or the premises of customers but also includes work related events and whilst travelling on business.

Particular responsibility for the practical application of the Diversity and Inclusion policy falls upon managers and supervisors who are involved in the daily supervision of employees and the recruitment, selection, promotion and training of employees.