

Diversity and inclusion (D&I) and gender equality policy

The Trevi Group is a world leader in the field of ground and construction engineering (*special foundations, soil consolidation, rehabilitation of polluted sites, ports, dam consolidation and any other specialised technology in the sector*).

At the Trevi Group we strongly believe that the growth of our people is synergic to the success of our business. For this reason, we are committed to providing an organisational culture in which all employees feel respected, integrated and valued for their different skills, experiences, ideas and personal characteristics, helping to design, implement and update organisational processes in line with the following principles:

- **Recognising and valuing diversity:** valuing all people, individually and as a group, appreciating how different dimensions of diversity intersect and recognising that demographic and other personal characteristics can be opportunities for growth;
- **Effective governance:** promoting top management commitment to D&I and Gender Equality through the use of gender inclusive and supportive systems, policies, processes, practices and operations of organisational governance;
- **Acting responsibly:** operating ethically, promoting productive employment and decent work for all;
- **Working inclusively:** enabling and developing an accessible and respectful working environment that fosters inclusion and a sense of belonging;
- **Communicating inclusively:** recognising and responding to the needs of people entering the organisation, understanding and relating in different ways;
- **Supporting and disseminating D&I and Gender Equality:** actively influencing and promoting inclusive organisational practices and stakeholder relations;
- **Taking measures to promote effective equality between men and women, including:** equal opportunities at the selection stage, equal income, equal access to career and training opportunities, including leadership courses;
- **Protecting parenting and work-life balance:** implementation of policies to support staff in parenting and caregiving activities.

The Trevi Group guarantees its commitment to:

- **Create and promote an organisational culture** in which inclusion, integration and gender equality are key factors, encouraging employees to fulfil their full potential;
- **Pursue a policy of employment relations**, including recruitment, promotion, training and development, working conditions, remuneration and benefits, based on the recognition of merit, respecting equal opportunities, without any kind of discrimination;
- **Ensure that all persons in the organisation treat others at all times with dignity and respect**, displaying behaviour that reflects the values of the company;
- **Promote the adoption of diversity and inclusion practices** among its suppliers and subcontractors;
- **Encourage anyone who feels subjected to discrimination or inappropriate behaviour in the workplace and in business**, including harassment, gender discrimination, bullying, intimidation and insults, to raise their concerns and ensure appropriate action for resolution, while respecting the privacy of those involved;
- **Observe compliance with applicable diversity, inclusion and gender equality legislation**, and best practices relevant to the geographic areas in which the Trevi Group operates;
- **Work to achieve D&I and gender equality objectives** and continuously learn from experience;
- **Ensure that genders are equally represented** among panel speakers at round tables, events, conferences or other events, including scientific ones;
- **Promote a culture in which all people in the Trevi Group share this commitment.**

The psychophysical wellbeing of people, understood as the continuous improvement of working conditions and respect for their dignity, freedom and right to equality, is a priority for the Trevi Group, and diversity, in all its forms, is an advantage and a strategic enrichment for sustainable and inclusive corporate growth.

TREVI Group

Cesena, 23 January 2023


Giuseppe Caselli
Managing Director