

# WE ARE ALL UNIQUE, NO ONE EXCLUDED

AVR S.p.A. promotes a policy that supports the values of diversity, inclusion, and global gender equality through the adoption of an integrated management system based on ISO 30415 and UNI/PdR 125, in order to enhance and protect equal opportunities in the workplace.

With a long-standing commitment, we have achieved results over time such as greater inclusion, an increased presence of women in leadership roles, and more growth opportunities for women in a sector historically closed to them.

However, there are still goals that AVR is striving to achieve:

- The elimination of stereotypes and both direct and indirect discrimination based on gender, age, sexual identity, disability, health status, ethnicity, nationality, political orientation, and religious beliefs
- Support for women and families
- Greater opportunities for professional development

We will continue to work in this direction to ensure that all employees have the same opportunities for growth and professional success, because we are all unique — no one excluded.

## AVR'S ACHIEVEMENTS TODAY

*24% OF THE WORKFORCE IS OF FOREIGN NATIONALITY*

*26% OF THOSE IN CHARGE OF ONE OR MORE ORGANIZATIONAL UNITS ARE WOMEN*

*EQUITY IN THE RECOGNITION OF PROMOTIONS IS ENSURED,  
WITH PARITY BETWEEN WOMEN AND MEN*



## AVR'S COMMITMENT FOR TOMORROW

To develop projects focused on:

Training

Parenting and caregiving

Career management

Work-life balance

