



D&I Policy Gender Equality

SGQ Manual
Attachment 1

The **AVR Group** designs and delivers works and services for the management, maintenance and construction of roads and motorways, as well as for the maintenance of green areas and urban furnishings. It provides urban waste management services, environmental remediation activities and emergency environmental response services; it operates waste sorting, treatment and storage facilities and offers engineering and technological services and products. The Group manages and safeguards what is entrusted to it with care, passion, initiative, responsibility, presence and flexibility, delivering global and tailor-made solutions through a circular business model that integrates environment, territory and technology, while also providing a safe and professional working environment.

Every day, the Group works to improve the quality of life of workers, customers and communities, to protect and enhance the environment and the territory entrusted to it, and to increase stability, competitiveness and its presence in the areas in which it operates. It creates sustainable profit by meeting the needs and expectations of stakeholders while remaining true to its values. Today, for every tomorrow.

In order to best pursue its mission, the Group is committed to supporting the **values of diversity, inclusion and gender equality** through the adoption of corporate, organisational and managerial mechanisms based on respect for human rights, freedom and dignity. In particular, AVR S.p.A. has implemented an integrated management system in accordance with ISO 30415 and UNI/PdR 125, and AVR per l'Ambiente S.p.A. (hereinafter "AVRpA S.p.A.") has also adopted a management system compliant with UNI/PdR 125. The Group considers the continuous implementation of these systems to be essential in order to develop an organisational model that promotes gender equality and enhances equity and inclusiveness.

The achievement of certification by AVRpA S.p.A. and AVR S.p.A. represents only the first step in a broader path of implementation of gender equality policies, with a view to continuous improvement and the promotion of gender equality. Certification aims to support and encourage the organisation in adopting appropriate policies to reduce the gender gap, with consequent benefits for employee well-being, as well as positive reputational and ethical impacts.

The Group operates according to an approach based on **impartiality, transparency and fairness and therefore does not tolerate any form of direct or indirect**, multiple or intersectional discrimination related to gender, age, sexual orientation and gender identity, disability, health status, ethnic origin, nationality, political opinions, social background or religious belief.

It also promotes inclusiveness by creating conditions that enable the removal of cultural, organisational and material barriers that limit the full expression of individuals and their complete development within the organisation.

The AVR Group preserves the **value of its people** and promotes the **protection of their psychological, physical, moral and cultural integrity** through working conditions that respect individual dignity and behavioural rules.

The Diversity & Inclusion (D&I) Policy aims to develop a clear approach in terms of mission, strategies and **active practices in order to foster a collaborative, supportive and open**



working environment that welcomes the contribution of all employees, enhancing trust among people, customers and, more broadly, civil society.

The objective is to promote diversity in all its dimensions, in order to fully seize the opportunities it offers and generate value within the workplace, also achieving a competitive advantage for the business.

This policy reaffirms the commitment of all companies within the AVR Group to comply with and actively promote the principles set out in applicable legislation, contractual provisions and standards issued by leading international organisations, including:

- the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs);
- the European Commission's Gender Equality Strategy 2020–2025;
- the National Strategy for Gender Equality 2021–2026 issued by the Department for Equal Opportunities of the Presidency of the Council of Ministers;
- the United Nations Global Compact and the Women's Empowerment Principles;
- the Universal Declaration of Human Rights;
- United Nations Conventions on women's rights, the elimination of all forms of racial discrimination, the rights of the child and the rights of persons with disabilities;
- the ILO Declaration on Fundamental Principles and Rights at Work and the eight core Conventions of the International Labour Organization (ILO);
- the ILO Convention on Violence and Harassment of June 2019.

Diversity is a value that must be protected and encouraged through concrete actions across all organisational and **managerial processes, by understanding, including and valuing individual differences**. Diversity enriches organisations and opens up new ideas and initiatives, multiplying opportunities to generate innovative solutions: people from different cultures, social and generational backgrounds, with different abilities, skills and experiences, represent a distinctive value that fosters dialogue among multiple perspectives and enables organisations to anticipate and address the needs of customers and stakeholders.

The AVR Group is committed to preserving the value of people so that everyone feels included and can give their best, truly feeling an integral part of society. To achieve these standards, Group companies implement human resources development and management strategies aimed at promoting an inclusive culture that values individual uniqueness and ensures equal access to professional growth opportunities, regardless of role, gender, age, sexual orientation and gender identity, health status, nationality and ethnic origin, social background, political opinions or religious belief.

Specific **operational procedures have been established for personnel management** and career development, addressing these areas from a Diversity & Inclusion and Gender Equality perspective.

In terms of **communication (marketing and advertising activities)**, the AVR Group transparently declares its commitment to pursuing gender equality, enhancing diversity and supporting women's empowerment.



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The AVR Group implements a policy aimed at promoting diversity, inclusion and gender equality not only internally, but also by **favouring business relationships and commercial partnerships** with companies that are equally committed to diversity, inclusion and gender equality issues.

The AVR Group has identified a qualified resource responsible for managing the D&I management system in the Integrated Management System Manager (RSGI).

Furthermore, in order to ensure active oversight of Diversity & Inclusion and Gender Equality, Management annually reviews the objectives and this Policy. To the same end, AVR S.p.A. has established a **D&I Committee**, competent for all Group companies and composed of a representative of Management, the Head of the Human Resources Department and the RSGI.

In line with the ethical principle of **transparency**, every year the following are published on the corporate website and through corporate communication campaigns:

- data, information and actions demonstrating continuous improvement and the progress achieved in meeting Gender Equality performance objectives that the AVR Group is committed to pursuing within a sustainable and inclusive value creation framework;
- data, information and actions demonstrating continuous improvement and the progress achieved in meeting Gender Equality performance objectives that the AVR Group is committed to pursuing within a sustainable and inclusive value creation framework.

This Policy is made available for consultation in the Certifications section of the AVR Group's corporate website.

Data: Rome 12/05/2025

The Legal Representative of the Company

A handwritten signature in black ink, appearing to read "Alessandro Gori", is positioned to the right of the text "The Legal Representative of the Company".