

PRESS NOTE

SALINI IMPREGILO LAUNCHES NEW POLICY ON EQUALITY, DIVERSITY AND INCLUSION

ONE HUNDRED NATIONALITIES AT WORK ACROSS THE GLOBE

MILAN, October 21, 2019 – “To build means, first and foremost, to make the most of diverse views whose complementarity is key to overcoming every challenge and achieving what we do, which is the infrastructure of the future. Our Group has always promoted inclusion and diversity as cornerstones of our corporate culture because we are convinced that they are the most precious assets that we bring to projects everywhere in the world,” says Pietro Salini, Chief Executive of Salini Impregilo on the day of the launch of the Policy on Equality, Diversity and Inclusion.

No discrimination but rather equal opportunity, a positive working environment, safety and protection from harassment. These are but a few of the cornerstones of the new policy being introduced by the Salini Impregilo Group on inclusion and diversity, which are already a fundamental part of its DNA given how the Group is present in 50 countries with more than 35,000 workers from some 100 nationalities. In such a multinational context with diverse cultures and languages, Salini Impregilo employees represent an enormous asset in diversity. About 65% of them are hired in the countries where the Group operates. In Africa and Latin America, the figure reaches 90%. In head office, women represent 36% of staff, while the percentage of female members of the Board of Directors is 33%, decisively higher than those of major publicly listed companies in Europe. With the Group set on the future, 27% of employees are under 30 years of age - a figure that rises to 45% if those under 35 years are considered.

The aim of the Group’s new policy is the promotion of an inclusive working environment in which the abilities and the potential of everyone is valued to the upmost in order to develop the Group’s human capital. This is also reflected in Progetto Italia, Salini Impregilo’s plan to consolidate Italy’s infrastructure sector, which will enable further investment in inclusion and diversity to increase performance related to corporate sustainability and enhance international competitiveness.

Fostering greater inclusion and diversity is one of the objectives of the Sustainable Development Goals of the United Nations, which have given the infrastructure sector a crucial role in achieving sustainable development in the long term.

Salini Impregilo is one of the major global players in the construction of large, complex civil infrastructure. For five years it has been ranked No. 1 in the water infrastructure sector by Engineering News-Record (ENR) and as of 2018 has achieved ranking in the Top Ten of the Top Environmental Firms. It is also a leader in the transport infrastructure sector, being involved in major sustainable mobility projects in rail and metro systems around the world. It has successfully built some of the world’s most iconic projects: bridges, roads and motorways, civil and industrial buildings, and airports. The Group has 113 years of engineering experience on five continents, with design, engineering and construction operations in nearly 50 countries and more than 35,000 employees from over 100 nationalities. It is a signatory of the United Nations Global Compact as it pursues the sustainable development goals of its clients, from clean water and energy to sustainable mobility to buildings with a low environmental impact. Its expertise is displayed in projects such as the Grand Paris Express metro system, Cityringen in Copenhagen, Sydney Metro Northwest, Red Line North Underground in Doha and Line 3 of the Riyadh Metro. Other projects include the expansion of the Panama Canal, the Rogun hydroelectric dam in Tajikistan, the Anacostia River and Northeast Boundary tunnels in Washington, D.C. and the Al Bayt 2022 World Cup stadium in Qatar. In 2018, new orders totalled €6.0 billion, with a total backlog reaching €33.4 billion. Salini Impregilo Group is headquartered in Italy and is listed on the Milan Stock



Exchange (Borsa Italiana: SAL; Reuters: SALI.MI; Bloomberg: SAL:IM).

[More information at www.salini-impregilo.com](http://www.salini-impregilo.com)



Contacts:

Media Relations

Gilles Castonguay

Tel. +39 02 444 22 177

email: gr.castonguay@salini-impregilo.com