

## Equality, Diversity and Inclusion Policy

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*Salini Impregilo is a leading global player in the construction of large, complex infrastructure. It is among the global leaders in the water (dams and water plants) and transport sectors, involved in the major sustainable mobility systems (underground and railways). The Group, oriented by its values, "Solidity", "Excellence", "Transparency", and "Respect", is committed to contributing to the economic development and social wellbeing of the countries where it works.*

*Aware of the importance of Company's people as they deeply contribute to top business performance, continuous improvement and growth, the Group conducts its business by providing every day a working environment where all employees feel included, valued and free to bring their different skills, experiences and perspectives contributing to innovation and better decision making, according to the following principles:*

**1 Supportive working environment** – Salini Impregilo is committed to creating and fostering a safe, respectful, and rewarding workplace, where inclusion and fairness are key factors, providing employees with support and encouragement to develop and achieve their full potential, thus giving their best contribution to the organization.

**2 Non-Discrimination and Equal Opportunity** – Salini Impregilo ensures the same entitlements for work of equal value, rejecting any type of discrimination based on gender, nationality, ethnicity, race, social and civil status, religion, or any other characteristic protected by applicable law or unrelated to work requirements. Decisions regarding all aspects of the employment relationship, including, but not limited to, hiring, promotions, training and development, working conditions, compensation and benefits are based on fair and objective criteria and on individual's aptitude, ability and performance.

**3 Safe and Harassment-free workplace** – Salini Impregilo is committed to providing to the greatest extent safe physical working space that ensures everyone is able to participate and to work to their full potential. The Group takes action against inappropriate workplace and business behaviour, including harassment, intimidation, threat, coercion, offence and bullying.

**4 Awareness and Culture** - Giving high value on equality, diversity and inclusion in everyday working practices, Salini Impregilo strives for creating an inclusive workplace culture. It is committed to raise awareness of unconscious bias by providing instruments to overcome them in decision-making processes.

**5 Leadership competence and management commitment** – Salini Impregilo evaluates the ability to engage across all kinds of cultures as one of its leadership competencies and fully supports its leaders in managing diverse teams and fostering an inclusive work environment.

**6 Supply Chain engagement** – Salini Impregilo promotes the adoption of diversity and inclusion practices among its suppliers and sub-contractors. As a Group promoting a culture embracing all forms of diversity itself, Salini Impregilo expects its suppliers to create an inclusive working environment, to guarantee equal opportunities to their workers and to fight any form of intimidation, bullying or harassment.

**7 Compliance with relevant legislation** – Salini Impregilo is committed to complying with all relevant legislation associated to diversity and inclusion and relevant best practices for the geographies in which it operates. It ensures that every hired person receives induction training and is informed of the policies and procedures regarding diversity on the work site.

**8 Intervention against discrimination facts** – Salini Impregilo encourages anyone who feels he or she has been subject to discrimination to raise his/her concerns and ensures appropriate procedures of investigation, protecting, at the same time, the identity of the persons involved.

**9 Transparency and reporting** - Salini Impregilo periodically tracks and publicly reports on diversity and inclusion performance commitments and results.

**10 Continuous improvement** – Salini Impregilo ensures that the effectiveness of this Policy is continuously improved by establishing a system of immediate corrective measures in case of breaches of the Policy, fostering a “lesson-learned approach” and promoting the sharing of experiences among the different entities and units of the Group.

*This Policy, together with the Company Code of Ethics, other Policies, Guidelines and Procedures, is a point of reference for everyone working at Salini Impregilo, anywhere in the world. Salini Impregilo commits to provide employees with guidance and training on this Policy and to regularly monitor its application and review its contents.*

Milan-Rome, October 2019

  
Pietro Salini  
Chief Executive Officer Salini Impregilo