

*Webuild S.p.A. (hereinafter Webuild) is a world leader in design and construction of large and complex infrastructures and bases its activities on the principles of sustainable development.*

*The Group, guided by its values of 'Excellence', 'Respect', 'Sustainable Innovation', 'Integrity' and 'Trust', and being aware of the importance of its people as it comes to achieving the company's results, growth and continuous improvement, conducts its activities guaranteeing on a daily basis a working environment where each employee may feel included, valued and free to contribute their skills, experience and perspectives, contributing to innovation and improved decision-making processes according to the following principles*

- 1 Supportive and inclusive working environment** - *Webuild* is committed to creating and promoting a safe, respectful and rewarding working environment where inclusion and fairness are fundamental values. The Group supports and encourages its resources to develop and express their potential so that they can make the best contribution to the Organisation.
- 2 Recognition of diversity, non-discrimination and equal opportunities** - *Webuild* ensures that the same recognition for equal work is granted to its resources and rejects any type of discrimination based on gender, nationality, ethnicity, social or civil status, religion or any other characteristic recognised by applicable laws or independent of work requirements. Decisions regarding all aspects of the employment relationship, including but not limited to recruitment, promotion, training and development, working conditions and remuneration, are based on objective criteria and exclusively on the abilities, skills and performance of individuals.
- 3 Safety and prevention of harassment** - *Webuild* is committed to providing safe and inclusive workplaces to ensure that all employees may participate and work fully expressing their potential. The Group takes action against any behaviour that is inappropriate or contrary to these principles, including harassment, intimidation, threats, coercion and insults.
- 4 Awareness and culture** - *Webuild* supports and values equality, diversity and inclusion in its daily activities, making every effort to create an inclusive culture. It is committed to raising awareness of unconscious biases and providing its resources with tools to overcome them in decision-making processes.
- 5 Inclusive skills and behaviours at all levels** - *Webuild* includes in its leadership model the ability to work with all types of cultures and fully supports its leaders in managing diverse teams and promoting an inclusive work environment by all people in the Group.
- 6 Supplier commitment** - *Webuild* promotes the adoption of practices that value diversity and inclusion by its suppliers and subcontractors as well. As a Group committed to supporting a culture that encourages diversity in all its forms, *Webuild* requires its suppliers to create inclusive workplaces, equal treatment opportunities for workers, as well as to combat all forms of intimidation, threats or harassment.
- 7 Compliance with applicable laws** - *Webuild* is committed to complying with all applicable diversity and inclusion laws as well as all relevant good practices for the geographic areas in which it operates. It ensures that all employees are adequately informed and trained on diversity policies and procedures in the workplace.
- 8 Actions against discrimination** - *Webuild* encourages anyone who believes to have suffered discrimination to report it, ensuring the most appropriate investigation procedures while protecting the identity of the people involved.
- 9 Transparency and reporting** - *Webuild* regularly monitors and publicly reports on its diversity and inclusion commitments and achievements. *Webuild* also promotes communication aimed at valuing diversity, gender equality and supporting women's empowerment.
- 10 Continuous improvement** - *Webuild* ensures the continuous improvement of the effectiveness of this Policy, through a system of immediate corrective actions in case of its violation, by disseminating a lesson-learned approach and by promoting the sharing of experiences between the different functions and entities of the Group.

The content of this Policy, together with the Company's Code of Ethics and Supplier Code of Conduct, is a point of reference for everyone working at *Webuild* and is made available to all workers worldwide, as well as to its suppliers and subcontractors. It forms the basis for the preparation of *Webuild*'s Integrated Management System in all business units and for all phases of Projects (from tenders to acceptance and hand-over to the client).

*Webuild*'s top management monitors the application of this Policy by periodically reviewing its performance against the defined objectives.

Milan – Rome, July 31, 2024

Pietro Salini  
Chief Executive Officer of *Webuild*