

# **Diversity, Equity & Inclusion (DE&I) Policy**

ED. 00 | 12/03/2026

**DONATI**

## Context and Purpose of the Document

Donati recognizes and promotes the utmost respect for the physical and moral integrity, human dignity, and fundamental rights of every individual, as outlined in its Code of Ethics. The Company is committed to preventing and combating any form of discrimination, whether direct or indirect, based on ethnicity, gender, sexual orientation, religion, or any other personal characteristic.

This Policy is established with the aim of strengthening Donati's commitment to promoting an organizational culture based on the principles of Diversity, Equity, and Inclusion (DE&I), which are considered essential elements for building a healthy, welcoming, and respectful workplace. In this context, the Company is committed to fostering a professional environment open to diversity, where every individual feels valued, free to express their identity, and supported in developing their skills.

The Policy therefore defines principles, commitments, and behaviors aimed at ensuring equal opportunities at all stages of the professional journey, preventing and combating all forms of discrimination, and promoting a corporate culture focused on recognizing and valuing diversity. Through this Policy, Donati commits to operating in full compliance with national and international regulations on human rights and on diversity, equity, and inclusion, with particular reference to the principles and requirements set out in UNI/PdR 125:2022 concerning gender equality management systems.

## Policy Principles

Donati adopts the following principles regarding diversity, equity, and inclusion:

- Adoption of transparent, impartial, and merit-based criteria in recruitment strategies to ensure equal access to opportunities.
- Prevention of bias and stereotypes in decision-making processes, with particular attention to diversity representation.
- Definition of inclusive onboarding processes that facilitate integration and engagement of all individuals, enhancing their uniqueness.
- Ensuring equal access for all individuals to training and professional development opportunities, consistent with individual skills and potential.
- Design of training initiatives aimed at enhancing talent and promoting an inclusive culture.
- Promotion of awareness initiatives on topics such as unconscious bias, inclusive language, and equitable leadership across the entire workforce.
- Development of personalized career growth plans that take into account different needs, experiences, and aspirations.
- Support for leadership and female empowerment, and for fair representation in decision-making roles.
- Implementation of measures aimed at the progressive reduction of the gender pay gap.
- Definition of recognition and reward systems based on merit, transparency, and fairness.
- Promotion of organizational flexibility policies to support work-life balance.
- Attention to needs related to parenting and caregiving through dedicated support measures.
- Adoption of inclusive, respectful, and non-discriminatory language in all corporate communications, both internal and external.
- Ensuring fair and diverse representation in institutional, commercial, and employer branding campaigns, as well as among speakers in panels, round tables, events, conferences, or other initiatives, including scientific events.
- Sharing and promoting best practices, achievements, and positive experiences in the DE&I field.
- Promotion of DE&I principles in relationships with suppliers and partners, encouraging inclusive practices throughout the value chain.

## Policy Monitoring

The monitoring of the implementation of this Policy is entrusted to the Diversity, Equity and Inclusion Committee, which is responsible for periodically verifying its effectiveness and application.

The Committee carries out periodic reviews of the document, taking into account the results of monitoring activities, as well as any regulatory, organizational, and cultural developments at both national and international levels.

## Dissemination of the Document

This DE&I Policy is disseminated through the company, informational meetings, and corporate communications, in order to ensure awareness and full understanding among all employees.

The document is also made available on the company website to ensure accessibility for external stakeholders, in line with the principles of transparency, inclusion, and social responsibility.

## Reporting Systems

All recipients of this Policy are required to act in good faith and are encouraged to promptly address any individual who has engaged or is engaging in behavior that is inconsistent with the contents of this Policy, in order to stop such conduct, and to report any issues concerning actual or suspected violations within Donati.

Reports may be submitted through the following channels:

- In written form by sending a report to the dedicated email address: [servizio.odv.donatispa@studium1912.it](mailto:servizio.odv.donatispa@studium1912.it);
- Verbally, by contacting one or more members of the DE&I Committee or the Human Resources function directly;
- Through the [online reporting form](#), specifying “Company Regulations” as the type of violation;
- Through physical suggestion boxes.

Reports received concerning DE&I matters are forwarded to the DE&I Committee, which is responsible for reviewing and handling them with the utmost confidentiality, while ensuring the protection of the reporting party.

The Committee assesses the validity of reports within the limits of the powers granted by applicable law, making use, where necessary, of the support of the relevant company functions.

# DONATI

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