

	<i>DIVERSITY, EQUITY & INCLUSION POLICY</i>	POL-HUCAM-02
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RINA GROUP POLICY

DIVERSITY, EQUITY & INCLUSION POLICY

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1	20/05/2022	CFP	PSL	FSU	USN
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RINA maintains that it is essential to eliminate every form of discrimination and develop a culture of inclusion in order to create a workplace environment where every single person feels respected and where their identity is valued.

RINA promotes a culture whereby all resources are encouraged to develop new ideas. Equality does not mean treating everybody in the same way, but taking differences into account and handling these appropriately.

RINA adopts and applies the principles of the United Nations Universal Declaration of Human Rights, the International Labour Organisation (ILO) "Conventions and Recommendations", the Charter of Fundamental Rights of the European Union, as well as all other national laws governing diversity, equity and inclusion in the countries where RINA operates.

RINA does not tolerate any type of discrimination based on gender, sexual orientation, gender identity, ethnic origin, nationality, skin colour, marital status, pregnancy and maternity, family and caregiver responsibilities, (cognitive, sensory and motor) disabilities, religious faith, age, social position, personal convictions (including membership and activism in political parties, trade unions, associations). Specifically, RINA is committed to promoting gender equality, fostering a policy in support of equal opportunities and the enhancement of the presence of women in the workplace.

RINA has created this document to promote the values set out in the Ethical Code and through this it intends to prevent and censure all forms of discrimination against any person and specifically RINA's resources, regardless of their contractual status and the position held, as well as against third parties present in its organisation in any capacity (candidates, employees and consultants belonging to suppliers, clients, partners and stakeholders). RINA undertakes to promote equal opportunities at every stage of employment, from the recruitment process to the assignment of roles, from performance appraisal to career advancement, from remuneration to termination of employment.

The Diversity, Equity and Inclusion Policy commits all of RINA's resources in their relations with colleagues, clients, suppliers, partners and all those with whom resources come into contact in the course of their work.

The principles set out in this Policy must be applied whether employees work within RINA's various offices, or in other locations outside RINA, whenever they are at work.

RINA requires compliance with the principles set out in this Policy by all suppliers, partners and in general all those entering into relations with RINA.

RINA promotes a management model which – over time – guarantees the maintenance of the requirements established for the Gender Equality Management System and the pursuit of the objectives of the strategic plan, monitored through appropriate KPIs. This policy is intended as a source of principle for all the practices, procedures and guidelines implemented by RINA companies worldwide.

RINA is aware of the effectiveness of the tools for preventing discrimination and undertakes to continue adopting suitable measures involving information, training and raising awareness amongst all its personnel within RINA's subsidiaries. This also includes promoting a culture based on respect for the dignity of individuals and giving value to all forms of diversity.

RINA acknowledges the key roles played by departmental heads who are above all responsible for: ensuring that in their own workplace environment there are no acts of discrimination, identifying cultural, organisational and relationship obstacles hindering full workplace inclusion, creating an open climate where all people are free to express themselves and raising awareness with their own teams regarding compliance with this document and the related guidelines.

RINA will monitor the implementation of the Diversity, Equity and Inclusion Policy and will promote the use of the whistleblowing channel at <https://whistleblowing.rina.org>.

Failure to comply with this Policy will be assessed in accordance with the legal and contractual provisions of the relevant Country.

The Chairman & CEO
Ugo Salerno