

Let's make excellence inclusive.

**Excellence has taken us far.
Equity will take us further.
Deeply rooted values have taken us far.
Enhancing our generational mix will take us further.
Innovation has taken us far.
Diversified and heterogeneous ideas will take us further.**

We continuously strive for a broad variety of skills and we aim at fostering an increasingly inclusive working environment.

Whatever your gender, age, personal or religious orientation, your ethnicity, ability or cultural background, we want you to truly feel you belong to our Group.

People are our most important asset.

We want our employees to be proud of who they are. We want everybody to feel free to genuinely express their uniqueness and to welcome diversity in a trusting and respectful environment.

Our clients, our commitment.

Our goal is to offer our clients efficient and innovative solutions thanks to the wide spectrum of skills and competencies of our workforce without ever losing sight of our acknowledged sense of ethics and moral integrity, which are the guiding principles of our business conduct.

Beyond the horizon lies our future.

We need to be proactive in building an inclusive and united community based on mutual respect. We will actively support initiatives and projects which have a powerful impact on the environment in which we work in order to promote long term and sustainable growth.

GRUPPO
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TO DEI 
OUR JOURNEY TOWARDS
DIVERSITY, EQUITY AND INCLUSION.

Our journey to success.

We progress to a more inclusive culture step by step.



Culture

Let's increase DE&I awareness

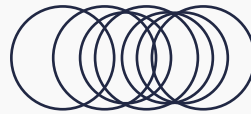
by breaking down biases and promoting inclusive culture step by step.



People Management

Let's promote equal opportunities

by supporting equity in every organizational process.



Sharing

Let's involve people

by creating a network of ambassadors.



Communication

Let's disseminate the value of inclusion

by promoting the projects we believe in and the results we achieve.



Measurement

Let's constantly monitor our performance

against specific KPI targets.

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