



press release

Bologna, 31 January 2023

Hera Group in the 2023 Bloomberg Gender-Equality Index

Hera has been included for the fourth year in a row in the international index that assesses outstanding companies for their policies relating to gender equality, diversity and inclusion.

Always concerned with implementing policies concerning gender equality and enhancing diversity in the workplace, in 2023 as well the Hera Group has been counted among the most inclusive companies worldwide.

Today, only a few weeks after being granted its 14th Top Employers certification for outstanding human resource management, the Group was confirmed – for the fourth consecutive year – as part of the Bloomberg Gender-Equality Index, which analyses the performance of companies engaged in supporting gender equality by developing dedicated active policies and transparency in communicating information.

In the 2023 edition, which includes 484 listed companies, based in over 45 countries, selected out of more than 11,700 businesses, Hera confirmed its results in all areas under analysis with an overall score of 80.1%, above the Italian average (78.27%). The Group stood out in particular for equal pay, an inclusive culture and harassment prevention.

This important result confirms the Hera Group's desire to keep valorising the uniqueness of people in a working context highly exposed to change, constantly committing itself to promoting and creating fair and inclusive workplaces, thanks to the development of dedicated policies and projects. This path stretches quite far into the past and has been enriched over time, starting with the signing of the Charter for equal opportunities and equality in the workplace in 2009 and the introduction – as early as 2011 – of the figure of the Diversity Manager who undertakes to promote the enhancement of diversity inside and outside the company, with dedicated awareness-raising initiatives.

As further proof of the attention the Group pays to diversity enhancement policies, it has been included for some time in the Refinitiv "Diversity & Inclusion Index" and, boasting a position of global leadership in its sector, in the Dow Jones Sustainability Index, World and Europe.

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