



VALORE D MANIFESTO ON WOMENS' EMPLOYMENT

The genesis of this manifesto

Valore D is the first Italian association of companies to promote diversity, talent and female leadership.

To date, the association has 162 affiliated companies, which employ a total of over 1.5 million people.

Thanks to continuous collaboration with the associates, over the last seven years Valore D has been able to review and monitor the development and deployment of over 1,000 good practices. This privileged viewpoint has subsequently led to the creation of a manifesto for female employment which has become a programmed commitment shared by all the association companies.

As a result of these consolidated experiences, in the year in which Italy hosts the G7, the association now intends to make available to institutional bodies its contribution to issues of prime importance such as innovation, the impact of gender diversity on growth and development, and sustainability.



The international context

The Manifesto aims to be a practical tool for companies and adheres to international standards regarding sustainability. In particular, it acknowledges indicators developed by the Global Reporting Initiative (GRI) an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption using GRI Guidelines for their sustainability reports. The guidelines are accepted as a global standard and strategic reference for the construction of indicators used to help examine performance and promote continuous improvement.

This choice represents not only an opportunity for larger companies, who in recent years have built more and more structured paths for sustainable development, but also for the small and medium-sized enterprises, often a fundamental part of the supply chain of listed companies who must broaden their reporting to include the supply chain. It furnishes a qualitative and quantitative representation of social, environmental, gender performance and management systems and enhances their credentials in qualification processes, which in turn provides opportunities for business growth and reputation hardening.

In Italia sustainability reporting has become increasingly important since the introduction of Legislative Decree n°254 in 2016 [European



Directive 2014/95/EU] requirements regarding information of a non-financial nature and information on diversity. These regulatory requirements strengthen the importance of a systemic representation on environmental commitments, social and personnel policies, human rights and anti-corruption policies.

Key points of the Manifesto

For each of the following points, the company is committed to provide clearly defined and measurable objectives, with performance indicators and a process of periodic monitoring.

1. The company recognizes the value of diversity, above all gender diversity, as a key resource for innovation, productivity and growth. The company therefore undertakes to identify a shortlist of representative candidates of all genders in the hiring phase, taking into account the peculiarities of the sector in which it operates. Where this balance is not feasible, the company will explain and justify the reasons.
2. The company recognizes the increasing importance of skills in STEM (science, technology, engineering and mathematics) for product and process innovation. Despite these being *professions of the future*, women are at risk of being penalized because they are less present in these disciplines and, as a result, companies should undertake to pay particular attention to women in this area, both in training, recruitment and growth within the organization.



3. The company undertakes to monitor female quotas, using the following key indicators: number and percentage of incomers, numbers and percentages of distribution of professional growth, analysis of constraints and opportunities for growth, pay gaps or wage divides and generation cohort differences among the youngest (Generation Y or Z) and women over 50, cohorts that are becoming increasingly significant within companies.
4. In addition to the protections already provided for by law, the company aims to utilize incentives and to explore innovative, useful and effective ways to support their female employees throughout the maternity period, with the aim of improving the management of the period of absence and thus encourage a flexible reorganization of work in order to facilitate the new mother's return to the workplace.
5. The Company welcomes the commitment of both parents regarding childcare and encourages a proactive role for fathers. To this end, where possible and with the adoption of affirmative action, the company promotes and incentivizes paternity rights.
6. The company undertakes to put in place corporate welfare policies to support its employees, compatible with their business sector and size.
7. The Company undertakes to evaluate, test and deploy flexible working that meet the needs of employees in accordance with their productivity and operational requirements. This will allow them to combine work and personal needs by allocating work on the basis of



objectives and results.

8. The Company undertakes, consistent with its business sector and size, to increase female quotas throughout the company, as part of a strategic plan with objectives, performance indicators and continuous monitoring of trends.

9. The Company undertakes to periodically keep its management abreast of changes on gender diversity, employment and female professional growth. An annual update will be presented to the Board of Directors for review.

The companies that subscribe to the manifesto, recognize it as a commitment to a strategic policy leading to greater diversity and gender inclusion within their companies and they undertake to adopt it as a long term commitment.

Date and place

Company's signature



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- shared value

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più donne, più talento, più impresa

POINT 4

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GRI G4 LA13

POINT 5

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- number of employees returning from parental leave by gender
- number of employees returning from parental leave and still working after 12 months by gender
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POINT 6

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GRI G4 LA12

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- percentage of employees by position for each of these categories: gender, age groups and minority groups

GRI G4 LA13

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