



**press release**

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## **Hera Group included in the 2020 Bloomberg Gender-Equality Index**

*The multi-utility has now become part of this index, which measures gender equality and the promotion of diversity and inclusion, examining 325 listed companies, 10 of which Italian, in 42 countries worldwide*

The Hera Group has once again been confirmed among the Italian and foreign companies most attentive to gender equality and diversity and inclusion promotion. It has indeed become part of the 2020 Bloomberg Gender-Equality Index, which examines 325 listed companies in 42 countries worldwide, committed to promoting and creating equal and inclusive workplaces, thanks to the development of specific policies and projects. Ten Italian companies are included in the index.

Attention towards diversity is unquestionably an increasingly central issue for the international financial community, with investors showing a growing interest in listed companies with outstanding policies in this area.

This index evaluates companies' diversity activities based on five main parameters, analysed both quantitatively and qualitatively: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, specifically structured harassment prevention and sanctioning policies, a brand that recognisably and holistically supports the female gender. The evaluation criteria also include transparency in information provided on the issue of gender equality.

The Hera Group reached particularly outstanding results in the latter area, with a score of 93.94%, outdoing the best practices of international companies (whose average comes to 89.92%) and the utility sector (with an average of 92.73%). Excellent results were also seen in the multi-utility's harassment prevention and sanctioning policies, with a score coming to 80.00% (as opposed to a national average of 57.75%, and 57.92% in the utility sector). Lastly, Hera also achieved quite good results in "female leadership and pipeline" (52.63%) and as a "brand that recognisably supports women" (65.00%).

"The Hera Group is pleased to be included in the Bloomberg Gender-Equality Index", states Hera CEO Stefano Venier. "This fact recognises the quality and authenticity of the path taken by the Group, which over time has been enriched with new contents and dimensions, involving an ever-wider set of female and male colleagues, as well as external bodies committed toward these issues. Indeed, if advances of this type are made, they make sense above all when they are shared by the entire socio-economic system. We will thus interpret this as an invitation to continue along the same path and to consolidate an orientation that puts gender inclusion at the very heart of our development policies".

Additional evidence of the Hera Group's attention towards promoting diversity, inclusion and people development comes from the score it achieved in the 2019 Refinitiv "Diversity & Inclusion Index" (formerly Thomson Reuters), that each year evaluates over 7,000 listed companies across the world. Last year, Hera ranked as the 3<sup>rd</sup> company in Italy and 14<sup>th</sup> internationally, further improving its position (after coming in 22<sup>nd</sup> in 2018) and confirming itself as the leading multi-utility in this global ranking.

The Hera Group's commitment to diversity and inclusion policies, moreover, began quite some time ago and was consolidated in 2009 when it signed the Charter for equal opportunity and fairness on the workplace. A key element was the introduction, in 2011, of a Diversity Manager, whose goal is to additionally favour the development of inclusion policies and diversity valorisation. With these activities,



Hera actively contributes to the United Nations' fifth sustainable development goal (SDG), specifically dedicated to gender equality.

Furthermore, Hera continues to work on developing internal and personalised career paths, and this orientation has allowed it to reach a percentage of women with roles of responsibility that in 2019 came to 29%. The amount of female personnel, which increased overall, settled at 26.5%. In addition to this data, one must also add that the percentage of disable employees reaches 4.9% of the total, which corresponds to a significant amount of support for inclusion of people with special needs.

A significant contribution also comes from training. 99% of the Group's workers were involved in training activities in 2019, with a per capita average of approximately 28.6 hours. The various initiatives include the extension of smart working and leadership courses, which favour the development of human resources based on the different characteristics of each employee (gender, age, training, aptitude and skills). Nor should one forget the introduction of innovative training activities that use the gamification methodology, such as the recent Diversity@work, conceived precisely to raise awareness of diversity and inclusion culture among the all of the company's employees.

Other positive effects unquestionably come from the company welfare plan, Hextra, which in many ways supports employees and their families (the overall value of the services provided came to 4.5 million euro in 2019). Lastly, many significant projects give concrete shape to plurality management, such as scholarships, agreements with summer schools, work-life balance initiatives and the availability of parental leave, given not only to mothers and fathers but also those who care for elderly relatives. Not by chance, the results that emerge from enquiries on the company climate continue to be encouraging and are additionally confirmed by the absence of litigation involving diversity and inclusion.

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