



GLOBAL
DIVERSITY &
INCLUSION POLICY
CHIESI GROUP



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1 / AIM

The purpose of the Diversity & Inclusion (D&I) policy is:

- To state the values and behaviors that Chiesi promotes and embeds to create an inclusive environment, and those that we don't accept either in our company or those external stakeholders that work with us.
- To establish and outline the goals and responsibilities for D&I that contribute to fostering and improving our inclusive approach, as it is relevant to everyone at Chiesi.

The content of this Policy guides our behaviors not only within Chiesi, but also in our social commitment: being inclusive cannot be limited to the boundaries of our company but extends to all our practices and commitments.

This policy is defined in line with the external regulatory framework and norms of the Headquarters (Italy), with respect to possible integrations and variations related to the local regulations of the countries where Chiesi is present.

This policy is also defined in compliance with the global Code of Conduct and the internal integrative contracts in force (e.g. Chiesi Farmaceutici SpA integrative contract).

2 / SCOPE

This policy applies to Chiesi Farmaceutici SpA and all the affiliates all over the world.



3 / RESPONSIBILITIES

Every employee within the company supports Diversity & Inclusion and contributes to creating an inclusive environment. This is everyone's ethical duty.

ROLE	RESPONSIBILITY
<p>Chiesi CEO and Executive Committee</p>	<p>The CEO and Executive Committee partner to set the tone & make D&I a Strategic Priority, empowering the business to prioritize D&I alongside other KPIs and objectives.</p> <p>Make a shared commitment to serve as role-models of purposeful, authentic, and inclusive leadership for the rest of Chiesi.</p> <p>To endorse & champion the policy, providing support to the D&I committee and Affiliates in promoting & sponsoring activities focused on diversity, equity, and inclusion</p>
<p>D&I Committee</p>	<p>The Committee is an official body, made up of a heterogeneous group of Chiesi employees.</p> <ul style="list-style-type: none"> ■ Create the D&I global policy, and support all the Company's affiliates/departments in revising Guidelines and Operational procedures in order to include the D&I Policy's concepts and put them into practice. ■ Promote and support an inclusive culture, both by acting as examples of inclusiveness and openness, and by proposing concrete actions and programs. ■ Cascade global D&I information/actions and promote a two-way communication/interaction between global and local regarding D&I topics, decisions, and initiatives;
<p>Chiesi Affiliates' Executive Committee</p>	<p>Ensure that local processes are compliant with the Policy's concepts, and suitable guidelines and procedures are in place to ensure such compliance in accordance with the local regulations.</p> <p>Support activities to promote D&I</p>
<p>All Chiesi people</p>	<p>Every employee within the company supports Diversity & Inclusion and contributes to creating an inclusive environment.</p> <p>The content of this Policy guides our behaviors not only within Chiesi, but also in our social commitment. Each one of us shall reduce differences and all elements of social distinctions, through a spirit of solidarity and consistency of values with the practices implemented internally; being inclusive cannot be limited to the boundaries of our company.</p>
<p>HR Team</p>	<p>To promote D&I related initiatives</p> <p>To adopt D&I lens to the development of new solutions, policies & practices</p>

4 / CONTENT

Respecting the uniqueness of each individual, valuing authenticity and different perspectives, creating a positive environment in which people feel free to express themselves are the values that guide the Group's actions on the issues of Diversity & Inclusion.

4.1 / Premises

Today, Chiesi's commitment to D&I is clear and shared, due to the following premises:

- Our **Vision 2025** clearly states that by leveraging diversity and creativity we want to promote a working environment that welcomes everyone's contribution and rewards personal accountability, as "Every one of us is different, every one of us is Chiesi";
- As a **B-Corp**, Chiesi is committed to acting as a force for good with a clear link to D&I: caring for others is at the root of health science and it has always been at the core of our work. We want to support our communities, to favor the development of our people and to guarantee the transparency of our work.
- Chiesi has set the global company **Values ('This is us')**: they address D&I related behaviors such as *collaboration, respect for others and everyone's perspective and individual characteristics, authenticity, honesty, empathy, trust, inclusiveness of diversities, ethics and integrity. As said in our values & behaviors frame, we believe that a working environment which includes diversity, where everyone feels included, will generate innovation, improve creativity, and enhance wellbeing.*
- The **Global Code of Conduct** states the D&I principles as a guide for ethical approach and behaviors.
- Chiesi is supporting the global **UN Sustainable Development Goals**. In particular, this policy would like to enhance goal numbers 3, 5, 8 and 10, which are related to D&I.
- In line with all these premises, Chiesi has defined a **D&I Strategy** and has identified the priorities for our company at global level:
 - To create an inclusive culture in which everybody feels comfortable and can express themselves and their talents
 - To develop and establish D&I goals and actions that align with both Chiesi's values and business strategy
 - To build & promote programs that develop and support the inclusion of all our employees
To create an infrastructure that drives & supports all D&I activities.

4.2/ The Chiesi definition of Diversity and Inclusion

At Chiesi, diversity is the existence of multiple personal characteristics that makes each individual unique. From ethnicity, gender, sexual orientation, gender identity, socio-economic status, age, physical abilities, religious beliefs, political beliefs, mindset, and lifestyle, to other invisible diversities, we recognize that each of these facets is to be respected and appreciated.

In the Policy when we talk about "diversity" and "differences", we always refer to these aspects.

This awareness allows us to create an inclusive and open environment, and way of working that leads to a positive impact on our business, improves the company reputation, hires results, and reduces turnover.

4.3/ D&I approach and behaviors

The ultimate goal of this policy is an **inclusive approach towards diversity**, which overcomes the simple "tolerance of differences" and evolves to a proactive approach towards people, their ways of being and feeling and their expectations, regardless of differences, so that all individuals can exploit the best of themselves, for the benefit of themselves, the company and the community.

Chiesi promotes and requires the following behaviors and approach:

- Promote **inclusiveness** and **acceptance** in general;
- Develop **inclusive leadership** and **personal accountability** in all people (not only hierarchical leaders), so that everyone is expected to:
 - empower trust-based relationships at all levels, having the courage to be authentic;
 - demonstrate empathy, listen to each other, with openness, non-judgement, and genuine curiosity;
 - contribute to build an environment and culture where people can innovate, new ideas are embraced, and people are comfortable making mistakes but learning from them;
 - sustain a diverse, inclusive, and equitable workforce;
 - support diversity of thought and decision-making.
- Ensure **that all minorities and all the differences are respected**, considered, welcomed, and valued for competitive advantage;
- Offer **opportunities of employment to people from underrepresented areas and underrepresented groups**;
- Build and deliver **development solutions that target underrepresented groups** which will accelerate their growth in the organization, according to their merit;
- Build diverse teams, promote **teamwork** and shared efforts;
- Drive the **transition to an inclusive society** positively impacting local and global community, with a focus on those areas where diversity causes discrimination, lack of opportunities or even generates negative reactions;

Chiesi has a zero-tolerance policy towards any kind of discrimination. Therefore:

- In accordance with the principles and indications of the GlobalCode of Conduct , the Company must proactively collect & act on the voice of employees in order to check that diversity and specific needs are fully recognized, thus achieving a continuous improvement of its inclusive approach;
- Employees have the right to report any discriminatory behavior put in place by individuals or part of the organization and to point out processes that limit or violate equality , in accordance with the Confidential Reporting System. The company has adopted rules that provide protection from retaliatory reactions which, if they were to happen, would be punishable.
- All global initiatives whose relevance require that the entire employee population is reached, must be designed to take into account all possible barriers and obstacles which may generate discrimination (educational level, technical competence, working time etc.). Where this is not feasible for any reason, the Company will make its maximum effort to put in place suitable alternatives to balance the missed opportunity for a specific part of population.

4.4/ D&I dimensions and impact on the company processes

At Chiesi we want to act fairly and with transparency, making sure that we:

- Work to connect and leverage the **multigeneration mix**, and all kinds of distinctions perceived within the company;
- Grant **gender equality**:
 - assure parity of access to all genders to internal opportunities and to leadership positions, according to individual's talents, performance, ethics and behaviors,
 - rebalance the gender pay gap.
- Create conditions to **embrace disabilities**
- Support diversity of thought and decision-making through **cultural diversity**;
- Include and respect **gender identity** and **sexual orientation**
- Assure parity of employability and growth for all minorities and underrepresented groups (considering also minority **ethnicities** and **religions**)
- Consider all invisible diversities, including, but not limited to, mindset, thoughts, life-style, personality, and leadership-style

We also want all Chiesi departments to feel accountable to align their processes and actions with the D&I principles: from this perspective, all company processes must be designed and executed in compliance with the above listed principles, and relevant guidelines and procedures must provide clear indications to guarantee that such compliance is achieved within the organization.

Necessarily all the processes dealing with people management must be aligned with the above principles: we refer in particular to Talent Acquisition, Employer Branding, People Development & Talent Management, Performance Management, Salary Review, Global Learning and Wellbeing.

4.5/ D&I impact on the choice of suppliers

The choice of business partners (suppliers, service providers and customers) must take into consideration their compliance with Chiesi Code of Interdependence.

Suppliers and Service providers will be monitored for their outcomes and will be held to account when they are not meeting their stated commitments.

4.6/ D&I Measurement and KPIs

The company wants to measure its success (positive impact on business) in implementing the D&I policy and executing the defined action plans.

Indicators of success in implementing D&I policy and culture may be qualitative and/or quantitative, based on processes and expression of diversity.

The company will identify success measurement systems, such as making all people accountable for these successes.

The company will aim to monitor these indicators and put improvement plans in place.

Where possible, suitable KPI's, based on data and insight should be defined in specific guide-lines by each process-owner in order to monitor the most critical processes and put corrective or improvement actions in place, as required.

ATTACHMENTS

