

CORPORATE DIVERSITY AND INCLUSION POLICY

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1. GENERAL PRINCIPLES

Bianca Maria Palace promotes a culture founded on respect, inclusion and the recognition of each individual's value, acknowledging and celebrating diversity in all its forms: background, social circumstances, religious beliefs, political opinions, gender, age, physical and mental abilities, sexual identity and sexual orientation. This approach is a cornerstone of the Company's culture.

This Policy sets out the objectives, strategies and good practices adopted by the organisation to foster an open and collaborative working environment that respects each individual's contribution and values their differences.

2. POLICY SCOPE

This Policy provides for the adoption and implementation of internal measures and processes designed to ensure an inclusive and respectful working environment that enables:

1. The development of professional relationships based on transparency, respect and mutual trust at all levels of the organisation.
2. The prevention of all forms of discrimination and the recognition of every employee's value and contribution.
3. Professional growth and the development of successive generations within the Company, based on the principles of equal opportunity.

3. COMMITMENTS AND STRATEGIC PRIORITIES

To strengthen a culture of diversity and equal opportunity and support women in realising their full potential, Bianca Maria Palace is committed to establishing and maintaining an appropriate Diversity and Inclusion Policy throughout its organisation. The Policy aims to improve organisational performance, competitiveness and growth by supporting the adoption and implementation of a Management System in accordance with UNI/PdR 125:2022.

To this end, the Steering Committee is provided with the resources necessary to fulfil its role as the newly established body responsible for implementing and overseeing the Management System and the Strategic Plan.

Respect for all forms of diversity, including age and generational differences, disability and cultural background, and adherence to the principle of equal opportunity, with particular attention to gender equity, must be ensured in the following processes and areas:

- Recruitment and hiring;
- People management and career development;
- Remuneration, performance-based bonuses and employee welfare programmes;
- Maternity and paternity protection;
- Work-life balance.

4. POLICY APPLICATION

In accordance with the principles outlined above, and in full compliance with applicable laws, regulations and company policies, Bianca Maria Palace seeks to pursue strategic priorities that have a direct impact on its people, its stakeholders and society as a whole. To this end, the Company undertakes to:

- Promote behaviours and language that foster an inclusive working environment respectful of all forms of diversity;
- Plan training programmes based on the principles of inclusion and equality, covering all organisational levels and roles according to identified needs, ensuring unrestricted access and equitable participation to actively shape the organisation's culture;
- Select, recruit, remunerate, train and assess employees solely on the basis of merit, competence and professionalism, without discrimination on the grounds of political beliefs, trade union affiliation, religious beliefs, ethnic origin, language, gender or sexual orientation;
- Ensure equal career opportunities for all employees, promoting professional development based solely on competence, merit and results, without discrimination;
- Provide a working environment in which relationships between colleagues are based on loyalty, fairness, cooperation, mutual respect and trust;
- Ensure safe and healthy working conditions that respect each individual's dignity and individuality, thereby fostering interpersonal relationships free from prejudice;
- Take a firm stand against workplace bullying, stalking, psychological violence and any form of discrimination or conduct that undermines human dignity within the organisation;
- Undertake initiatives to assess employees' perceptions of equal opportunities;
- Promote a working environment that prioritises people's well-being by listening to and considering employees' personal and family needs and, wherever possible, adopting measures that support an effective work-life balance;
- Identify, investigate and address any form of exclusion, discrimination and/or harassment, ensuring that concerns can be reported through a dedicated company email address.

5. POLICY IMPLEMENTATION

Responsibility for implementing and applying this Policy rests with the Steering Committee, comprising the Operations Director, acting as the owners' representative, and the HR Manager. The Committee is responsible for monitoring the Company's performance in Diversity and Inclusion by defining and analysing specific Key Performance Indicators (KPIs), and for collecting and retaining documentation of the results achieved.

The Steering Committee periodically reviews progress towards the established objectives and identifies any instances of non-conformity and/or circumstances that may undermine the creation and maintenance of an inclusive working environment that respects gender diversity. Where necessary, it determines appropriate improvement actions.

This Policy is reviewed by the Steering Committee at least annually to assess its continued validity, suitability and relevance and to make any necessary revisions or updates.

6. POLICY PUBLICATION

This document, signed below by the Steering Committee, will be prominently displayed on Company premises to ensure that it is communicated to all employees. It will also be made available on the organisation's website and, where appropriate, copies will be provided to external stakeholders.

Milan (MI), 1 September 2026

Steering Committee

Roberta Iannelli

Cosmin Bobut
