



# Diversity and inclusion

SCOPE	VALUE	SOURCE	REFERENCE YEAR
<b>BOARD OF DIRECTORS</b>	Women comprise 53% of Iren's Board of Directors, significantly above the national average of around 30%.	Sustainability Report	2022
<b>EMPLOYEES</b>	<p>Out of a total of 10,583 employees, 2,669 are women, corresponding to 25.2%, growing respect to 2021 (25.1%), and to 2020 (24.7%). This increase may also be attributed to the continuation of the generational turnover plan which has seen the inclusion of many women's resources.</p> <p>Women also make up 33% of the individuals in the Group working in the IT/engineering field.</p> <p>Commitment to the implementation of gender diversity policies has been recognized through the Iren Group's confirmation for the third consecutive year in the Bloomberg Gender-Equality Index (GEI). The index measures gender equality based on five pillars: women's leadership and talent pipeline, equal pay and equal pay between the genders, inclusive culture, policies against harassment and promotion activities towards the women's world.</p>	Sustainability Report	2022
<b>TURNOVER</b>	<p>Out of a total of 1,291 new hires, 297 are women, corresponding to 23%, constantly growing compared to 2021 (19%) and to 2020 (16%). 43% of new hires are under 30.</p> <p>In terms of resignations, women account for 19% of them.</p>	Sustainability Report	2022
<b>MANAGEMENT</b>	<p>Out of a total of 489 managers (executives and middle managers) there are 120 women, which corresponds to 24.54% growing respect to 2021 (22.27%). The 'executive' category is made up of 19% women. It should be noted that, also in view of the mainly technical characteristics of the managed activities, the situation is not discriminatory for the women's component who represents about 38% of the group of executives, middle managers and employees.</p>	Sustainability Report	2022



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<p><b>PROCESSES SUPPORTING DIVERSITY</b></p>	<p>Selection, recruiting, training, management, development and remuneration procedures defined within the Iren Group are strictly focused on merit and competence, with exclusively professional assessment, free from all discrimination. Since 2021, the Group has adopted a "Policy on Diversity and Inclusion," which focuses at this time on four main strands-gender, generational, cultural, and ability diversity-under the understanding that the context can always determine other forms of exclusion that must, as far as possible, be preventively identified, prevented, and countered. A specific "Policy on dealing with violence, harassment and bullying in the workplace" has also been established, aimed on the one hand at raising awareness of the complex phenomenon of violence and harassment, and on the other hand at supporting people who are victims of such phenomena, indicating specific channels through which reports of misconduct can be directed.</p>	<p>Policy on Diversity and Inclusion</p> <p>Policy on dealing with violence, harassment and bullying</p>	
<p><b>DIVERSITY GOALS</b></p>	<p>Gender Diversity is included amongst our management performance indicators, as set out in the 2023 Remuneration Report. Specifically, two gender diversity KPIs have been defined:            % of women against total Group employees            % of women in junior and senior management against total number of junior and senior management positions in the Group.            Business Plan to 2030 includes a goal regarding generational change (75% of hires under 30) and one regarding gender diversity (30% female managers).</p>	<p>Remuneration Policy</p> <p>Business Plan</p>	<p>2022</p>
<p><b>FLEXIBLE WORKING</b></p>	<p>The Group's management policy promotes and supports the correct balance between professional and private life, promoting forms of flexibility in the organization to facilitate people in the performance of their work activities, in relation to their family, health and personal conditions. (flexible working hours, teleworking, smart working, part time, ultra-daily flexibility).</p>	<p>The Code of Ethics</p> <p>Sustainability Report</p>	<p>2022</p>



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	Thanks to these experiences of flexibility and the launch of a strong digitalization process in the human resources field, in 2022 the Group has been able to respond effectively to the new needs of the corporate population related to the pandemic and the resulting lockdown, using all forms of conciliation available.		
<b>WELFARE SERVICES</b>	Quality of life is the main objective of corporate welfare activities, understood as the set of initiatives and services made available to employees and their families, which result in the realization of people's well-being, in the workplace and also in private life. The Iren Group therefore promotes, among other things, the importance of a healthy lifestyle and prevention, on which people's psycho-physical well-being depends.	Sustainability Report	2022
<b>DISABILITIES</b>	At our company, 430 employees (4% of the total), have a disability or special needs.	Sustainability Report	2022
<b>CAREER PROGRESSION</b>	Selection, recruiting, training, management, development and remuneration procedures are strictly focused on merit and competence, with exclusively professional assessment, free from all discrimination. Out of the total number of people who have experienced career advancement, women account for 26% .	The code of Ethics	2022
<b>TRAINING</b>	Over 98% of employees have taken part in at least one training course, with an average per capita training hours of 27 hours. Reskilling and upskilling (30 hours per capita of training) has been included in the Business Plan to 2030. Training plays a key role in enabling the spread of the pillars of corporate culture on diversity and inclusion issues and in implementing the commitments made in company policies. All personnel in leadership roles within the Group have participated in a dedicated course on inclusive culture titled 'Diversity as a Development Accelerator.'	Sustainability Report  Business Plan	2022



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	<p>Furthermore, the participation of all individuals in Valore D Talks is encouraged. These sessions are part of the online training available on the company's intranet, fostering discussions and reflections with experts on topics related to diversity and inclusion.</p>		
<b>PARENTING</b>	<p>In 2022, 349 employees (156 women and 193 men) took mandatory and optional maternity, parental, paternity and breastfeeding leave. or paid parental leaves, Iren follows the Italian labor law regulations. Mandatory maternity leave lasts for a maximum of 5 months with 80% salary, fully supplemented to 100% by the National Collective Labor Agreements (CCNL). Fathers can take up to 10 working days off with full regular pay. Parents of children under the age of three and pregnant employees in active service are also granted additional remote work days on a monthly basis. In addition to these possibilities are the specific training provided and the services described under Corporate Welfare. Upon their return to work, all employees were able to resume the job they had filled before their period of absence or a job with equal professional content in cases where organisational changes occurred in the meantime that meant they could not return to the same position.</p>	Sustainability Report	2022