



Diversity and inclusion

SCOPE	VALUE	SOURCE	REFERENCE YEAR
BOARD OF DIRECTORS	Women comprise 53% of Iren's Board of Directors, significantly above the national average of around 30%.	Sustainability Report	2022
EMPLOYEES	<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>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
NEW HIRES	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.	Sustainability Report	2022
MANAGEMENT	Out of a total of 489 managers (executives and middle managers) there are 120 women, which corresponds to 24.25% growing respect to 2021 (22.27%). 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.	Sustainability Report	2022
PROCESSES SUPPORTING DIVERSITY	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.	The code of Ethics	2022



Diversity and inclusion

SCOPE	VALUE	SOURCE	REFERENCE YEAR
	<p>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.</p> <p>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>DIVERSITY GOALS</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:</p> <ul style="list-style-type: none"> % 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. <p>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>FLEXIBLE WORKING</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). 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.</p>	<p>The Code of Ethics</p> <p>Sustainability Report</p>	<p>2022</p>



Diversity and inclusion

SCOPE	VALUE	SOURCE	REFERENCE YEAR
WELFARE SERVICES	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
DISABILITIES	At our company, 430 employees (4% of the total), have a disability or special needs.	Sustainability Report	2022
CAREER PROGRESSION	Selection, recruiting, training, management, development and remuneration procedures are strictly focused on merit and competence, with exclusively professional assessment, free from all discrimination.	The code of Ethics	2022
TRAINING	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.	Sustainability Report Business Plan	2022