

Dear colleagues,

At ROBOSECT, people have always been our greatest asset. This is a place where people must always be able to find the best context to achieve great things. It is, therefore, everyone's duty to ensure a fair and meritocratic work environment every day, in which everyone can express themselves at their best.

We are aware that this is an ongoing journey, in which respect for gender equality continues to be a key element in enhancing diversity and promoting inclusion. In fact, we believe that diversity – in all its forms – is a fundamental resource necessary to continue pursuing the will to progress that we have inherited from our founder. This same will allow us to audaciously redefine the limits of possible.

Aware of the importance of our ecosystem, we want to ensure that every ROBOSECT individual can develop their potential in an open and welcoming work environment, and also that all our stakeholders are treated fairly and respectfully while maintaining these same commitments.

To achieve this goal, we act following fundamental principles, including:

Equality and non-discrimination

We guarantee the removal of all forms of discrimination based on gender, age, ethnicity, sexual orientation, disability, religion, marital status, or any other form of uniqueness. All employees must be treated fairly and have access to the same career opportunities, training, wage, and professional development.

Inclusion

We promote an inclusive environment in which every individual feels valued and respected. We encourage a company culture that celebrates diversity, and considers different perspectives to be a source of enrichment.

Gender Equality

We are committed to reducing the gender gap at all levels of the organisation, with particular attention to leadership roles. Moreover, we implement policies and practices to support and spread a culture of shared parenthood, encouraging the use of parental leave and forms of work flexibility.

Training and Awareness

We offer ongoing training programmes on Diversity & Inclusion topics for all employees, aiming to raise awareness and promote inclusive languages and behaviours, to foster understanding and respect for cultural and personal differences.

Recruiting and Selection

We adopt recruitment and selection processes that promote diversity, ensuring that all applications are evaluated solely based on skills and qualifications.

Work-Life Balance

We promote flexible work policies that favour the balance between private and professional life. For this reason, we encourage the use of leaves, permits, services, and other initiatives to support employees' work-life balance.

Safe and Respectful Work Environment

We guarantee a safe work environment, in which every employee can express themselves freely without fear of discrimination or retaliation. For this, we implement clear procedures and provide tools for reporting and managing inappropriate behaviours, ensuring support and protection for those who report, and zero tolerance to any form of abuse.

Monitoring and Reporting

We constantly monitor progress towards gender equality, inclusion and women's empowerment collecting data and feedback to assess the effectiveness of our initiatives so that we can continue to improve. The results obtained and future goals are communicated periodically, transparently, and responsibly.

This journey is a fundamental part of our growth and our commitment to excellence. We firmly believe that a work environment that is inclusive and open to diversity is essential to attract and retain the best talents, fostering innovation and ensuring the company's sustainable success.

Thank you,

Kevin Galassi