

ALLEGRINI S.P.A.'s communication plan aims to increase the visibility of the company's commitment to inclusion and gender equality in order to raise awareness of the added-value initiatives it wants to provide to its employees as well as to its stakeholders. The communication project forms part of an existing and highly structured framework of communication activities that sees the participation of various stakeholders, including trade associations, public bodies and other public and private entities.

Through direct activities and those of related stakeholders, the communication project aims to reach a number of figures:

- Office clerical staff
- Plant operating staff
- Private and public customers
- Suppliers or subcontractors

With regards to the communication strategy, several elements will be acted upon, either by increasing some or by creating others, in order to also involve staff in raising awareness of gender equality and inclusion policies. The main initiatives are:

- **Promotion on the WEBSITE ([www.allegrini.com](http://www.allegrini.com))** through the creation of specific content that will populate the sustainability/gender equality and news page.
- **Promotion on LinkedIn and Facebook:** creation and publication of dedicated posts on LinkedIn and Facebook on a monthly basis that include images and text on the topic of gender equality.
- **Creation of Service Communications** addressed to employees on a bimonthly basis.  
**Creation of Circulars** addressed to clients and stakeholders on a bimonthly basis.
- **EVENTS and/or INTERVIEWS and/or THEMATIC MEETINGS to raise awareness of Allegrini's commitment to gender equality and inclusion.** In-person (or remote) events will be organised to present gender equality issues, initiatives, updates, etc., with the aim of creating a culture of gender equality and inclusion
  - Interviews: interviews will be planned to assess satisfaction and awareness of new initiatives
  - Thematic Meetings: thematic meetings will be organised for members only to assess possible new opportunities to develop new projects and to enhance and foster a culture of gender equality.
- **DOCUMENTATION FOR NEW PERSONNEL** to be consigned on recruitment and published on the INAZ corporate portal.

The operational communication tools, both online and offline, that are intended to be adopted in the communication plan are outlined below, along with their timing and frequency.

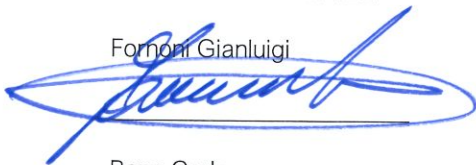
CHANNEL	METHOD/CHARACTERISTICS	TIMING	FREQUENCY	GOAL	EXPECTED RESULTS
Website	Updating of the website with the themes in the form of news and dedicated pages	Beginning in January 2024	Every two months	Information	Increased visibility of communications
Social media	Using social media with targeted posts for audience engagement	Implemented	Monthly	Information + relations	To increase followers for more visibility for themes
Newsletter	Service communications addressed to employees and circulars addressed to clients	Beginning in January 2024	Every two months	Information + relations	More information to employees and company collaborators Reduction of bias
Events - interviews - thematic meetings	Events (in-presence or online) and thematic meetings related to gender equality - dedicated interviews	Beginning in January 2024	To be defined	Information + relations	Increased awareness of themes related to gender equality Reduction of bias
Documentation for new employees	Documentation to be consigned on recruitment and to be kept in a dedicated area on the INAZ website, explaining how various gender equality issues are dealt with in the company	Implemented	With every modification	Information	Increased awareness of themes related to gender equality Reduction of bias

SUBJECT (WHAT)	RESPONSIBILITY (WHO)	INTERESTED PARTY (TO WHOM)	WHEN	METHOD (HOW)
COMPANY POLICY	CORPORATE & LEGAL AFFAIRS PERSONNEL	ALL PERSONNEL EXTERNAL STAKEHOLDERS	WITH EVERY MODIFICATION	PUBLICATION ON THE WEBSITE AND INAZ PORTAL
CODE OF ETHICS	CORPORATE & LEGAL AFFAIRS PERSONNEL	ALL PERSONNEL EXTERNAL STAKEHOLDERS	WITH EVERY MODIFICATION	PUBLICATION ON THE WEBSITE AND INAZ PORTAL
COMPANY ORGANISATIONAL CHART	MARKETING & COMMUNICATIONS	ALL PERSONNEL	WITH EVERY MODIFICATION	SERVICE COMMUNICATIONS
APPOINTMENT OF STEERING COMMITTEE	CORPORATE & LEGAL AFFAIRS PERSONNEL	ALL PERSONNEL	WITH EVERY MODIFICATION	PUBLICATION ON THE INAZ PORTAL AND ON NOTICE BOARDS
GENDER EQUALITY OFFICER	CORPORATE & LEGAL AFFAIRS PERSONNEL	ALL PERSONNEL	WITH EVERY MODIFICATION	PUBLICATION ON THE INAZ PORTAL AND ON NOTICE BOARDS
PERFORMANCE OF GENDER EQUALITY SYSTEM	CORPORATE & LEGAL AFFAIRS PERSONNEL	COMPANY TRADE UNION REPRESENTATIVES AND TERRITORIAL AND REGIONAL COUNCILLOR FOR EQUAL OPPORTUNITIES	ANNUALLY	VIA CERTIFIED EMAIL
EQUAL OPPORTUNITIES REPORT	PERSONNEL	THE MINISTRY OF LABOUR, THE COMPANY TRADE UNION REPRESENTATIVES, THE REGIONAL OR PROVINCIAL COUNCILLOR FOR EQUAL OPPORTUNITIES, AND ANY EMPLOYEE WHO REQUESTS IT.	IN THE FIRST APPLICATION PHASE OF THE NEW METHODS, LIMITED TO THE TWO-YEAR PERIOD 2020-2021, THE DEADLINE FOR THE TRANSMISSION OF THE EQUAL OPPORTUNITIES REPORT IS SET AT 30 SEPTEMBER 2022. FOR SUBSEQUENT TWO-YEAR PERIODS, THE TRANSMISSION DEADLINE IS 30 APRIL OF THE YEAR FOLLOWING THE END OF EACH TWO-YEAR PERIOD.	PORTAL OF THE MINISTRY OF LABOUR AND SOCIAL POLICIES ( <a href="https://servizi.lavoro.gov.it">HTTPS://SERVIZI.LAVORO.GOV.IT</a> ) FROM WHERE A SPECIAL COMPUTER APPLICATION IS AVAILABLE.
NATIONAL COLLECTIVE BARGAINING AGREEMENT AND SALARY TABLES	PERSONNEL	ALL PERSONNEL	WITH EVERY MODIFICATION	CONSIGNMENT OF THE MANUAL AND INAZ PORTAL
WELFARE REGULATION	PERSONNEL	ALL PERSONNEL	WITH EVERY MODIFICATION AND NEW ISSUE	INAZ PORTAL
GENDER EQUALITY SYSTEM DOCUMENTATION	CORPORATE & LEGAL AFFAIRS PERSONNEL	ALL PERSONNEL	WITH EVERY MODIFICATION AND NEW ISSUE	INAZ PORTAL

STEERING COMMITTEE

Grassobbio, 3 November 2023

For more Gianluigi



Bana Carla



Russo Sabrina

