

Diversity and Inclusion (D&I) Policy

Table of Contents

- Foreword
- What D&I means to Lodestar
- What will we do to achieve D&I?
- Conclusion

Foreword

In an increasingly complex and interconnected world, characterized by pervasive digitalization and unstoppable technological evolution, the focus on people **and Diversity and Inclusion (D&I)** takes on an even more crucial importance for the success of the Lodestar Group. It is not just about valuing individual differences, but also about creating an accessible and inclusive work environment where everyone feels like a protagonist of change, free to express their identity and contribute their talent to building the success of the Lodestar Group.

Defining Diversity and Inclusion

Imagine a kaleidoscope: each piece of glass, with its unique shape, color, and history, intertwines with the others to create an infinite number of ever-new combinations.

Diversity is our kaleidoscope, and it encompasses **the differences that make us special and irreplaceable**. Ethnicity, age, lifestyle, personality, beliefs, life experiences, sexual orientation, cognitive abilities, physical and social differences unique to everyone, and much more. It represents the wealth of ideas and perspectives, unexplored innovative solutions, and inexhaustible potential that the Lodestar Group has the privilege of possessing.

Inclusion is the light that amplifies the beauty of our kaleidoscope: **it is the ability to recognize and value differences** as precious resources, creating an environment where everyone feels welcome, free to express their unique identity, and contribute their talent to the search for innovative solutions. It is as if each piece of glass, illuminated by the light of inclusion, could shine to its full splendor, unleashing its uniqueness and contributing to the creation of a harmonious whole.

What D&I Means to Lodestar Group?

At Lodestar, D&I is a fundamental value that translates into concrete and differentiating actions:

- **Create an inclusive and empowering work environment:** where all employees feel like change agents, respected and able to express their full potential, without limits or barriers.
- **Promote diversity in all its forms and facets:** recognizing it as a fundamental value for the growth, revolutionary innovation, and success of Lodestar.
- **Counteract any form of direct or indirect discrimination:** based on any personal characteristic, because every individual deserves to be treated with fairness and respect.

- **Guarantee equal opportunities for all employees:** in terms of access to work, career, training, and professional development, valuing the merit, skills, and unique potential of each individual.
- **Promote a culture of respect, appreciation, and active listening:** through training, awareness, and open and transparent communication.

What Will We Do to Achieve D&I?

- **Continuous training and awareness:** we will offer D&I training and awareness programs to all employees, to promote an inclusive and conscious culture, focusing on continuous updating and personal growth.
- **Recruitment and selection based on skills and potential:** we adopt fair and transparent recruitment and selection practices, aimed at valuing the skills, experiences, and potential of all candidates, regardless of background or origin.
- **Meritocratic and transparent promotion and career:** we guarantee equal opportunities for professional advancement to all employees, based on merit, skills, work performance, and the unique contribution of everyone.
- **Safe, welcoming, and stimulating work environment:** we cultivate a dynamic and inclusive work environment, free from discrimination, harassment, or bullying, where everyone feels comfortable and valued.
- **Inclusive and accessible communication for all:** we promote inclusive and respectful communication that values diversity and counteracts any form of discrimination, using clear, simple, and accessible language for everyone.
- **Regular monitoring and reporting:** we will periodically monitor the progress of initiatives taken to promote D&I and combat discrimination, measuring the progress made and identifying new areas for improvement.

Conclusion

This policy is an important starting point, but our commitment to Diversity and Inclusion is continuous. D&I is not just a duty, but an opportunity to grow and innovate. We believe that an inclusive work environment is a better environment for everyone, and we are committed to doing our part to make it a reality.