

SIT approves the Diversity&Inclusion policy

SIT strengthens ESG policies in its governance in line with the sustainability plan "[Made to Matter](#)"

The Diversity and Inclusion policy is an integral part of a broader corporate policy dashboard which also includes the Human Rights policy with "zero tolerance" and the new Code of Conduct

Padua, 18 April 2023 – SIT further strengthens its corporate policies on ESG matters, **in line with the goals declared in its sustainability plan** and in particular with the "[Made with Care](#)" pillar dedicated to Social Responsibility. The Board of Directors of the multinational listed on the Euronext Milan segment of Borsa Italiana (Italian Stock Exchange) a multi-national listed on the Euronext Milan segment of the Italian Stock Exchange that creates intelligent solutions for monitoring environmental conditions and measuring consumption, has recently approved three corporate governance policies aimed at protecting the pact with the people who work in the SIT group, both in Italy and abroad. The D&I policy is the reflection of a **commitment that the company assumes in support of the strategic role that Diversity and Inclusion have within a managerial style that values the contribution of individuals in work groups, fostering a collaborative, inclusive and respectful working environment**. The three policies, already in use, are:

- **Diversity&Inclusion**
- **Human rights**
- **Code of Conduct**

"With the approval of the company policy on Diversity and Inclusion, SIT takes a further step forward in the concrete implementation of its values, establishing the rules and the measures that we must implement to enhance our human capital, in its precious breadth and diversity. After the Human Rights policy and the new Code of Conduct based on our deeply rooted ethical values, we are proud of this new piece of our Governance" comments Chiara de' Stefani, Corporate Sustainability Director of SIT. "The policies are also evidence that we are concretely following up on our sustainability plan Made to Matter. The initiatives are the result of cohesive, widespread and multidisciplinary work, for which I thank the team that contributed to creating the architecture and the results, as well as all the colleagues who express the same policy values through their daily behaviour".

"Regarding, in particular, the Diversity&Inclusion policy - underlines Roberta Fagotto, Chief Human Capital - SIT is committed to overseeing respect for the diversity that generates value within the organisation. Our initiatives promote the harmonization of differences with attention both to the peculiarities of individuals as well as the collaborative dynamics of work teams. Our international perimeter, generational coexistence and the evolution of the needs of our people require us to operate across the board, through proactivity and cooperation both from an organizational and a social point of view".

The Ethics and Equal Opportunities Committee will monitor and concretely pursue the goals of the D&I policy, which recently appointed the Group D&I Director to ensure fluidity and supervision of operational actions in support of the principles of neutrality, non-discrimination and meritocracy. The Committee is represented by members of the Human Resources Department and of the Governance, Risk & Sustainability Department, and has the mission of developing and facilitating fair and transparent organizational practices in line with the culture of sustainability and overseeing merit, inclusion and respect for the people and communities in which SIT operates.

In detail, the Committee may:

- **establish investments, programs and tools** of an educational and cultural nature in relation to the issues of diversity and inclusion;
- **evaluate and support activities and initiatives** aimed at promoting equal opportunities, the balance between work and private life, the sharing of family responsibilities and the removal of potential barriers, stereotypes, discrimination and/or prejudices;
- **promote an intercultural vision** open to dialogue at various levels and based on organizational and social cooperation;
- **encourage dialogue and intergenerational confrontation** by promoting examples and models of behavior, expression of inclusion skills;
- **balance social responsibility projects**, establish their principles and their operability.

To strengthen the Diversity&Inclusion policy, SIT also approved the **Human Rights policy** and updated the **Code of Conduct**. A common element to SIT's policies is zero tolerance, a declared and formalized commitment towards actions of inclusiveness and gender equality. In February 2023, SIT also approved the [new parental policy](#) in support of SIT people.

For further details on the policies, it is possible to visit the official website <https://www.sitcorporate.it/en/corporate-governance/conduct-codes-and-policies/>

SIT, through the Heating&Ventilation, Smart Gas Metering and Water Metering Business Units, creates intelligent solutions for climate control and consumption measurement. A market-leading multinational company and listed on the Euronext Milan segment, SIT aims to be the number one sustainable partner for energy and climate control solutions for its customers, focusing on experimentation and the use of alternative gases with low environmental profiles. The Group has production sites in Italy, Mexico, the Netherlands, Romania, China, Tunisia and Portugal, in addition to a commercial structure covering all global markets. SIT adheres to the United Nations Global Compact and the related principles which promote a responsible way of doing business. SIT is also a member of the European Heating Industry and of the European Clean Hydrogen Alliance, in addition to the Community "Valore Acqua per l'Italia" ("Water Value for Italy") - www.sitcorporate.it/en/

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