

## **Joint Declaration: Generali is committed to inclusion and diversity**

### Preamble

In a continuously changing environment where the differences of any kind such as gender, race, age, ethnicity, sexual orientation, culture, disability, religion or belief may create bias, indifference or discrimination, people and organizations are not enabled to express their own potential to reach a high level of performance and innovation.

Leveraging on these differences is one of the keys for the success of a company even more if enriched by an inclusive work environment.

Today, Generali has a strong international presence. It is among the world's leading insurers and is present in around 60 countries with nearly 71,000 employees in the world. Since 1997, the Generali European Works Council (EWC) mirrors the international vocation and the diversity of the Group, being the spokesperson of the European employees with its 42 delegates of different ages, genders and cultural backgrounds coming from 17 countries.

The Group is committed to valuing even more the diversity and inclusion (D&I) through:

- the charter of sustainability commitments of 19/03/2017
- the Code of Conduct chapter "working environment, diversity and inclusion"
- the sub-charter "we improve diversity and inclusion (D&I)" of the Annual Integrated Report and Consolidated Financial Statements

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Therefore, and moreover, Assicurazioni Generali S.p.A., acting as the Group Parent Company, and the European Works Council of the Generali Group set the following whereas:

considering the European social dialogue forum permanently established with the EWC and the relevant fruitful talks engaged at this venue as well as in the different countries;

considering the initiatives to encourage the entities in all countries to set up an inclusive work environment where all employees are respected and valued for their abilities;

considering the goal to engage and empower people creating the best environment so that all employees can feel included and part of the Group shared story;

considering the commitment to guarantee equal treatment in terms of gender, race, age, ethnicity, sexual orientation, culture, disability, religion or belief;

considering that living diverse cultural, professional and personal experiences enrich the perception of diversity;

considering the Diversity and Inclusion Charter as part of the European Commission's strategy, adopted on 19/07/17;

recalling that 2017 saw the setting up of:

- the D&I Council, made up of one D&I champion for every Country, Region or Business Unit
- the consolidation of the Group D&I Specialist Network
- the EWC Joint Declaration on Telework signed on May 16, 2017
- The Generali D&I Manifesto;

considering the Generali D&I Manifesto definitions as currently acknowledged within the Group, and shared by the EWC:

“What is **diversity**?

We can be diverse by age, ability, gender, sexual orientation, religion or belief, ethnicity, gender reassignment, also for marriage or civil partnership, pregnancy and parenthood. We can be treated differently for all this, but also for the way we dress or the way we talk or just for the way we are perceived by others. As we all know, diversity includes everyone.”

“What is **inclusion**?

Inclusion means recognizing, valuing and taking into account people’s different backgrounds, knowledge, skills, needs and experiences. Inclusion means encouraging and using these differences to create a cohesive community and effective workforce.”;

being aware of the countries autonomy in adopting this kind of initiatives according to local laws, contracts and practices,

therefore, and having said the above:

Assicurazioni Generali S.p.A. in the persons of Group Chief HR & Organization Officer Monica Alessandra Possa and, as EWC Relations & Labour Network, Juan José Maillo Villa, Marco Perrelli, Antonio Lo Iacono

and

the European Works Council of the Generali Group represented by the Select Committee, in the persons of Carole Bourner (EWC Deputy Secretary), Carlos Andreu, Krisztina Turi, Antonin Havlik, Christian Klinger, Wilfried Pecka, Patrizia Sushmel, Luis Pimentel

undertake to promote to entities in the different territories:

- a vision where diversity is considered as a source of enrichment, innovation and creativity and where inclusion is encouraged by managers and all staff through policies and behaviors that facilitate fostering D&I as a fundamental part of our culture;
- an organization that facilitates the work-life balance as well as a flexible environment and the empowerment of the employees in accordance with local regulations and practices;
- the thorough support to persons with disabilities and implementation of their rights as well as the creation of an inclusive environment and elimination of any kind of barrier;
- the assurance of equal opportunities, at every stage of the professional career;
- fostering sharing of ideas, competences and cultural backgrounds to embrace differences to make innovation happen and setting up a common team spirit by also leveraging, among others, on mobility opportunities and collaborative exchange of experiences;
- the exclusion of all forms of discrimination and the promotion of the application of this principle at all levels of the Group.

It is understood that those practices should be in accordance with local laws, rules and practices and in full respect of the local autonomy of the respective social parties in also reaching declarations or agreements or any other statements in this scope.

Trieste, 26 June 2019

Assicurazioni Generali S.p.A.

EWC Select Committee

Signed also by the General Manager Frédéric de Courtois in his specific capacity of Sponsor of Generali Group Diversity & Inclusion Council