

# HUMAN RESOURCES POLICY

MAIRE Group (“**the Group**”) has always recognised the strategic value of People to grant a long-term sustainable growth, meeting company objectives and undertaking the most innovative challenges. Human Capital is the Group's principal asset, therefore the Group is committed to seek, attract, retain, engage and develop the professional skills-set needed to safeguard and improve competitiveness in a labour market in constant change, in compliance with the principles of its Code of Ethics, current regulations, the International Labour Organization conventions. Furthermore, the Group has always strongly promoted and protected, alongside the professional growth, the health and wellbeing of its People as well as of the local communities in which it operates.

## **Respect for the individual**

The Group respects the individual and his/her dignity and values, rejecting and denouncing any form of intolerance, violence, abuse and discrimination. The Group ensures an inclusive work environment allowing each individual to express the best of his/her human and professional qualities, also by fostering work-life balance and a structured welfare system. Moreover, the Group guarantees compliance with national and international legislation regulating working relationships and recognises every form of free association between workers, in compliance with the laws in force in the countries in which it operates.

## **Merit and equal opportunities**

The Group focuses on merit and offers the same job opportunities to all its employees, collaborators, interns and apprentices as well as those applying to join it. It ensures a system of personnel selection, management and development based solely on the criteria of merit and free from favouritism, facilitation or discrimination of any kind. Ensuring equal opportunities to everyone in the Group is a fundamental condition in everyday operations and it is a cross requisite in each activity and internal process and mechanisms undertaken by the Group. The Group does not tolerate any form of discrimination whether relating to gender, race, nationality, age, political opinions, religious beliefs, sexual orientation, state of health or economic/social condition, violence and any form of harassment, abuse and intolerance.

## **Protecting health and safety in the workplace**

The Group is committed to ensuring the protection of health and safety in the workplace, both in offices and construction sites, and disseminates a culture of safety in line with its HSE Policy and in compliance with national and international laws and standards. Accordingly, the Group promotes initiatives such as the implementation of preventive actions and undertakes training activities on the subject in order to maintain high-level working conditions.

## **Selection and management of Personnel**

The Group ensures a Personnel selection and management system based exclusively on criteria of merit and without favouritism, preferential treatment or discrimination of any kind. Candidates in the selection process are chosen on a professional basis as well as evaluating their alignment with the Group values and culture, in order to nurture a long-term relationship with the Group and to grant a sustainable investment in the long run.

## **Development and training of Personnel**

The Group offers its employees equal opportunities in terms of professional development and growth, encouraging the development of skills, abilities and potentialities through specific training and development programmes, also through the collaboration with national and international institutions, and recognises and encourages the diversity of Personnel as an essential element for Group growth.

### **Remuneration Policy**

The Group Remuneration system aims at attracting and retaining people with the professional qualities needed to successfully manage and operate within the Group. Hence, the Group adopts a balanced remuneration system with a mixture of fixed and variable short- and long-term components to guarantee long-term equity and sustainability.

The remuneration system, structured to recognize the added value and the contribution of the employees to the achievement of the Group's objectives, at any level, is based on the assessment of the individual's specific professionalism, acquired experience, demonstrated merit as well as the achievement of specific company goals.

### **Protection of personal data**

In carrying out its activity, the Group collects personal data regarding its employees and third parties. The information undertaken is handled in accordance with fundamental rights and freedoms, as well as the dignity of the interested parties, as foreseen by the applicable legal and regulatory provisions. The handling of personal data must be carried out lawfully and fairly, collating and registering only those details necessary for specific, explicit and legitimate purposes. To this end, the Group adopts and implements organisational and technical measures to fully guarantee the confidentiality and security of personal details as well as the conformity with the relevant legal and regulatory provisions on privacy matters.

The Group renews periodically its commitment to the Ten Principles of the UN Global Compact and implements a clear Sustainability Vision closely linked to the business strategy, with specific commitments and goals for each Sustainable Development Goal.

Alessandro Bernini

Chief Executive Officer

