



CHARTER

DIVERSITY & INCLUSION



Everyone is different, everyone is unique,
everyone is a winner



OUR VISION

As an international Group, Guala Closures is multi-cultural by nature. Our co-workers embody and engender the diversity of the 24 countries where we have manufacturing plants.

The identity and talent of each individual among us are the key to our success. Our strength lies in our differences. Our unique talents shape our spirit. Diversity makes us richer.

Diversity is an asset to the business and future of the Group. This is why it is essential to promote diversity

and help it to flourish, enabling every single person to unlock the key to their potential: let us foster exchange, share ideas and good practices, encourage creativity, build knowledge and develop talents...

Let's work together towards a common goal, using our differences to do good. We are committed to creating an environment where every single co-worker feels included and valued so that they can be the best they can be, assert our shared identity, improve our performance and contribute to growing an inclusive, multi-cultural Group.



OUR MISSION

Guala Closures has created this charter to promote diversity and inclusion, in line with our values of transparency, integrity, professionalism, education, respect for the environment and gratitude. Our approach in favour of diversity and inclusion is in harmony with the Group's framework of social responsibility, as well as the ethical and social policy.

This approach to diversity and inclusion will be adopted by the senior managers of every business unit, and they will show their respect and commitment, actively contributing to spreading the word and implementing this scheme. Between now and 2021, a campaign will be launched using various communication tools in order to raise awareness of diversity for all co-workers within the Group.



OUR PRINCIPLES

The Guala Closures approach to Diversity & Inclusion is based on 4 main principles. These principles will provide each co-worker with the tools necessary to understand how to promote diversity and inclusion in order to create a professional environment free from discrimination and harassment.

RESPECT

Respecting others, their work and their private life. We are dedicated to safeguarding this moral obligation and basic right for each and every individual.

TOLERANCE

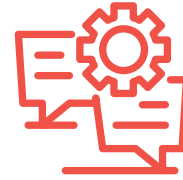
Guaranteeing pluralistic thinking. We protect people's freedom of conscience and expression, their right to be different and make mistakes.

ETHICS

Exhibiting proper conduct, whenever, wherever.
We are driven by the principles of honesty and integrity.

SOLIDARITY

Cultivating collective commitments and a give-and-take attitude to support. Working with the managers, we bond the group together, guaranteeing a sense of camaraderie and environment where people help each other.



OUR COMMITMENTS

Guala Closures and its co-workers are committed to promoting diversity and inclusion throughout the Group, from one side of the globe to the other. Together, we undertake to:

CONSOLIDATE OUR MULTI-CULTURAL, INCLUSIVE CULTURE

We promote and encourage diversity within our teams, regardless of age, gender, background, identity, faith, sexual orientation or disability. We create a workplace that is welcoming to all, an environment where every single person is valued, without distinction, and can be the best they can be.

GUARANTEE EQUAL OPPORTUNITIES AND EQUAL TREATMENT

We are fighting against every kind of discrimination. Every talented individual is offered equal opportunities with equal terms. Men and women receive equal treatment.

REINFORCE A SENSE OF BELONGING TO THE GROUP

We foster mutual respect and team spirit in the workplace, creating a setting where individuals can thrive and feel appreciated, where values and common objectives are shared. We encourage colleagues to bond, as well as to be proud of participating in our Group project.



OUR OBJECTIVES



GENDER

To guarantee the existence of a common framework where women and men have equal opportunities to thrive.

> 2021 objectives

- Equal ratio of men-women on the Green Board.
- Concrete objectives for equal opportunities and equal treatment in every BU.

> 2022 objectives

- At least 20 % of leadership roles taken by females.

KEY FACTORS

1. Equal treatment:

Increased cultural diversity and the guarantee of a fair wage - participation in the Women's International Networking Conference - assuring equal pay for equal work, identifying the pay gap between men and women.

2. Equal opportunities:

Supporting women in motherhood - flexible hours and parental support to balance work and private life - more female-oriented sites and roles - equal access to training.

3. Gender equality:

Mentoring and educational workshops - collaborations with professional organisations to attract female talent - gender-neutral job descriptions and advertisements.



AGE

To enable every co-worker to grow as part of the Group and to contribute to its growth, regardless of age.

> 2021 objectives

- At least 2 tutoring projects, in 2 BUs.

> 2022 objectives

- Development of a tool to share knowledge between junior and senior staff, with mobility between BUs.

KEY FACTORS

1. Integration:

Partner schools - integration programmes with tutors and future talent.

2. Sharing knowledge and experience:

Focus groups - mentoring - increased visibility of employment opportunities in the Group - youth network: shadowing a colleague of a different age from another department.

3. Management:

Career and talent management programme - participation in senior management - plans for the next-in-line for leadership roles.



DISABILITY

To foster the professional development of those with disabilities by making sure we adapt to any situation.

> 2021 objectives

- Concrete objective for the Group and the BUs.
- Collaborations with associations or companies which are specialised in helping those with disabilities.

> 2022 objectives

- Map detailing where those with disabilities can be employed.

KEY FACTORS

1. New frame of mind, with the disability awareness mission:

Programme to recruit and retain those with disabilities - follow-up and support provided for training - raising awareness within the teams.

2. New avenues for collaboration:

Partnerships with associations and institutions specialising in disability mainstreaming - identifying roles which can be taken by disabled individuals.

For more information, please contact
Maurizio Mittino - mmittino@gualaclosures.com