



Pirelli & C. Società per Azioni

PIRELLI GROUP EQUAL OPPORTUNITIES STATEMENT

The Pirelli Group has been and remains **firmly committed** to compliance with the principles of Equal Opportunities in the workplace, without any form of discrimination on the basis of gender, marital status, sexual orientation, religious or political beliefs, union membership, colour, ethnic origins, nationality, age or disability.

Pirelli **is opposed** to any form of direct or indirect discrimination against and/or harassment of individuals or groups by any other individual or group, and are likewise committed to the prevention and elimination of such behaviours.

The Pirelli Group **is committed to the prevention** of discrimination in all areas of workinglife, including selection and all decisions related to remuneration, professional status, theassignment of responsibilities, training and career development. All such decisions are made solely and exclusively on the basis of the competencies, experience and professional potential that individuals possess and the results that they achieve.

More specifically, Pirelli **seeks to**:

- acknowledge and promote the importance of individual differences in all company
- identify and eliminate any forms of discrimination that may hinder equal access to employment opportunities
- guarantee genuine equality of treatment of all company employees in every sector, role and level of seniority and in all positions of responsibility, thereby acknowledging the results and potential of all individuals.
- foster diversification in individual professional choices.

Pirelli **seeks the active support** of all Group employees in putting the principles and aims contained in this Statement into practice.

The Complaints Procedure for the Safeguarding of Equal Opportunities shall be formulated so as to ensure the achievement of the proposed aims.

A handwritten signature in black ink, appearing to read "M. Tronchetti Provera". The signature is stylized and somewhat cursive.

Marco Tronchetti Provera