

POSTE ITALIANE ACHIEVED “DIVERSITY&INCLUSION” CERTIFICATE

The Group headed by CEO Matteo Del Fante is the first large company in the Ftse Mib certified according to the UNI ISO 30415:2021 standard

Issued by IMQ for the commitment to integrate

the principles of enhancing diversity and the adoption of an inclusive corporate culture

Rome, 4 November 2022 - “Diversity & Inclusion” certification for Poste Italiane. The company has been certified according to the ISO 30415:2021 Human resource management - Diversity and inclusion standard for its ability to integrate the principles of diversity and inclusion in all processes of planning, steering, monitoring, coordination and delivery of postal services, financial, insurance and digital. IMQ issued the certificate, one of the most authoritative accredited certification bodies at an international level. The certification once again confirms the central role that Poste Italiane recognizes to the principles of sustainable development.

“Poste Italiane’s corporate culture, inspired by inclusion, is even more rooted and is increasingly recognized, even outside the company and at an international level - said the CEO of Poste Italiane Matteo Del Fante - . The certification therefore recognizes this perception resulting from the work done by the Group in recent years on inclusion through the enhancement of diversity in all its forms and on every organizational level and strengthens our commitment to run for national benchmark on diversity & inclusion. ”

“An inclusive culture - says Giuseppe Lasco, Co-General Manager of Poste Italiane - generates individual and collective benefits and is able to enrich the experience of all Poste Italiane people at every level of responsibility. The recognition that the Company is aligned with the best standards, favors a step change towards an increasingly inclusive and widespread culture in society, strengthening the Group’s international reputation for the effectiveness of its inclusion policies ”.

The conscious management of diversity in an inclusive way, in addition to creating shared social value, determines a competitive advantage for the entire Group supports the promoting of the engagement of people with respect to corporate objectives. The achievement of the ISO 30415 certification represents in fact a further goal of the Company, in addition to other important acknowledgments obtained by Poste Italiane, including the global leadership in gender equality according to the Bloomberg Gender-Equality Index and the inclusion in the global Top 100 ranking on gender equality drawn up by Equileap.

Other certifications achieved by the Poste Italiane Group in addition to ISO 30415:2021: ISO 37301:2021 (Compliance management system), ISO 9001:2015 (Quality), ISO 37001:2016 (Anti-bribery), ISO 45001:2018 (Occupational Health and Safety), ISO 14001:2015 (Environment), ISO 20000-1:2018 (IT Service Management), ISO 27001:2013 (Information Security), ISO 20400:2017 (Sustainable procurement), IMQ IMS:2021 (Integration of management systems), ISO 29993 (Training), ISO 22222 (Financial advisors on investments) and UNI TS 11348 (consultancy service on investments) as well as UNI 11402:2020 (Financial education) and ISO 37002:2021 (whistleblowing management system).

POSTE ITALIANE

For 160 years, with approx. 13,000 Post Offices, more than 121 thousand employees, €615 billion total financial assets at 31st December 2021 and about 35 million customers, Poste Italiane Group results Italy's leading omnichannel distribution platform, full involved in the logistics sector providing mail and parcels, financial, insurance, payments and telco.

The Group is aware of having a key role, considering its unparallel business, in supporting the principles of sustainable development among other companies, holding a leading position within the economic and social fabric of the country.

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