

POSTE ITALIANE OBTAINS CERTIFICATION FOR GENDER EQUALITY UNI/PdR 125:2022

The certificate Uni/PdR 125:2022 to the first employer of the Country confirms the value of the results achieved by the Group led by CEO Del Fante in the path accomplished for gender equality and to ensure an inclusive and equal work environment

Rome, 2 November 2023 – Poste Italiane is certified UNI/PdR 125:2022 for its ability to guarantee gender equality in the workplace. The certificate, envisaged in the National Recovery and Resilience Plan (PNRR), has been issued by the IMQ, an international certification body, recognizing the ability of Poste Italiane to ensure a concrete level playing field in design activities, direction, control, coordination and provision of Postal, Logistic, Financial, Insurance and Digital Services.

Poste Italiane obtained the overall score of 96% (compared to the minimum required of 60%), achieving excellent results in the six macro areas under assessment: culture and strategy, governance, staff processes (HR) opportunities for the growth and inclusion of women in the company, equal pay for gender, protection of parenthood and reconciliation of work-life.

"We are proud to have crossed this new milestone - commented Poste Italiane CEO Matteo Del Fante - The certification formalizes the importance of the results we have achieved in our journey with the goal of building a more equitable and inclusive work environment. Gender diversity is a value that enriches our organization and contributes to our success and sustainable growth".

"The certification represents another important recognition along the path of seriousness, concreteness and measurability of results that the Company is pursuing - said Giuseppe Lasco, Co-General Manager of Poste Italiane - It is important that there is an awareness of Poste Italiane's leadership role and that it derives exclusively from the quality of the women and men who carry out their activities every day with professionalism and dedication".

"The UNI Standards and Reference Practices serve to create a better world also and above all with a view to sustainability and social responsibility. Although they are present in almost all aspects of everyday life - work in the first place but also strictly personal - it is not easy to perceive them. Some "great examples" of their application by organizations systematically in contact with citizens - such as Poste Italiane for the management of gender equality - can help spread the culture of standardization and make its benefits felt in society", said Ruggero Lensi, UNI General Manager.

The inclusive organisation and respect for gender equality create shared social value and promote the raising of the level of engagement with respect to the company's objectives, generating a competitive advantage for the entire Group. The certification obtained represents in fact an additional merit of the Company, which is added to other important awards obtained by Poste Italiane in the field of inclusivity, including global leadership in gender equality according to the Gender-Equality Bloomberg's Equality Index and Equal Salary certification.

The UNI/PdR 125:2022 certification is added to the many other certifications obtained by Poste Italiane Group: UNI ISO 30415:2021 (Diversity and Inclusion), UNI ISO 37301:2021 (compliance management system), UNI EN ISO 9001:2015 (quality), UNI ISO 37001:2016 (anti-bribery management system), UNI ISO 45001:2018 (Health and Safety at Work), UNI EN ISO 14001:2015 (Environment), UNI CEI ISO/IEC 20000-1:2018 (Management of ICT Services), UNI CEI EN ISO 27001:2013 (Information Security), UNI CEI EN ISO/IEC 27701:2019 (protection of personal data), UNI ISO 20400:2017 (Sustainable Purchasing), IMQ IMS:2021 (integration of management systems), UNI ISO 29993 (training), UNI ISO 22222 (Investment Finance Consultants) and UNI TS 11348 (investment advisory service) as well as UNI 11402:2020 (financial education) and UNI ISO 37002:2021 (whistleblowing management system).

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