



**DIVERSITY  
EQUITY  
INCLUSION  
BELONGING  
POLICY**

**amplifon**



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# PURPOSE

The purpose of this Diversity • Equity • Inclusion • Belonging Policy (DEIB Policy) is to set Amplifon's diversity priorities and commitment towards its stakeholders at every organizational level. This Policy is the natural expression of our value "Acting Responsibly" and aims at defining the guiding principles for the Amplifon Group and its employees.

The Amplifon Group is committed to strengthen the awareness of diversity, equity, inclusion and belonging through the adoption of corporate, organizational and management initiatives based on respect for employees' rights, opportunities, and freedom.

This Policy aims to be a global framework in terms of offering definitions and practices to evolve the pillars of diversity, equity, inclusion and belonging into a proactive strategy for overcoming any stereotypes and biases and to identify and resolve the factors that prevent people from deserved opportunities and belonging, and to stimulate a collaborative, supportive work environment open to contributions from all Amplifon's employees to increase their trust, the customers' trust and the other stakeholders' trust.

The goal is to foster diversity, equity, inclusion and belonging in all their dimensions to take full advantage of the resulting opportunities and to generate value within the workplace. For us **DEIB** is not a slogan, it is how we enable our organisation to be more **agile, adaptable, innovative, and performing**. To make our employees feel that **THEIR DIFFERENCES** are **OUR STRENGTH** we focus on carefully selected practices that we put into place to create a **fair, equal, and inclusive workplace** where every employee "**belongs**".

This Policy builds on the values that we are already holding ourselves accountable for, provided in our **Code of Ethics** and in our **Sustainability Policy** as well as in the **United Nations Global Compact** and in the **UN Women Empowering Principles** we have pledged to. Above all, the Amplifon Group does not allow any form of direct or indirect discrimination or harassment and aims to protect all employees regardless of cultural background (nationality and religion), gender, race, disability, generation (age), as well as other intimate characteristics or preferences (family status, sexual orientation and/or identity, state of health).

**We value human differences which include but are not limited to the following:**

## **Cultural background**

At Amplifon we highly value bringing together people from different cultures, backgrounds, ethnicities, languages, religious denominations and/or nationalities as this supports innovation, accelerates growth, and leads to better decision making.

## **Gender**

Valuing gender balance while promoting principles and actions aimed at enhancing equal opportunities as well as the removal of potential obstacles, including those related to sexual identification and/or orientation or balancing work and personal life.

## **Race**

Amplifon is committed to recognizing and combating any form of racism to create a better future for generations to come. All races and ethnicities are welcome and protected at Amplifon.

## **Disability**

Committing to increase understanding of disability inclusion. The work starts here, and we continue to make Amplifon an inclusive and safe space for everybody.

## **Generations**

Valuing the five-generational workplace and recognizing the benefit of this mixture of values and experiences. It is our mission to ensure that employees of all stages of life feel appreciated at Amplifon.

To **ensure consistency** throughout the organization, we build our efforts on the four Pillars: Diversity, Equity, Inclusion and Belonging that are elaborated below.

## PILLAR 1 • DIVERSITY

We are committed to developing a diverse workplace to create a culture that is tolerant, flexible, collaborative, and adaptive to the changing needs of our working context.

Diversity is of utmost importance for Amplifon being a high performing company, as it enriches and fosters the conceptualization of new ideas through the combination of people from different cultures, social and generational backgrounds as well as different talents, skills, and experiences. All these characteristics represent a distinctive value as they provide multiple perspectives and insights on the needs and incentives of customers and stakeholders of all backgrounds, and increases the company's tolerance, flexibility, and adaptability to the changing needs of the environment.

We believe a diverse team is the key to build a **high performing organization**, skilled and capable to adapt to the surroundings and to reach greater performances while constantly delivering results. Our effort to become a high performing organization is fortified by creating a **strengths-based culture** which means to focus, recognize, and value each employee's unique set of natural talents and transforming them into strengths. Valuing individual strengths will enhance the engagement and confidence of each employee.

### As such Amplifon:

- Dedicates time and resources to encourage diversity within our corporate governance and leadership positions, as well as throughout the entire organization.
- Commits to continue being transparent about diversity in all our interactions by updating and documenting our progress on our diversity practices through specific KPIs.
- Will continuously review and carry out diversity initiatives in accordance with the evolution of our organization and of the external environment.

## PILLAR 2 • EQUITY

Equity is about fairness and justice, and it is discernible by acknowledging that not all people are the same due to historical or systemic bias. We believe in encouraging people to develop their unique talents to uplift their individual potential and to open the door to everyone to have a tangible impact in our organization as well as providing equal opportunities to all our employees. We want to ensure all our employees get the support, access, and opportunities they need to level the playing field and shine with their individual talents. We believe in equal opportunities without forcing equality of outcome: this means that people are all given an equal chance to compete.

We treat all employees and potential candidates with respect and dignity at work, by practicing the related **Principles of the UN Global Compact** and the **Women Empowerment Principles**. We are committed to avoid and eliminate unfair and inappropriate barriers by making judgements based only on individual talents, experience, and merit.

Therefore, Amplifon is committed to ensure an equitable and safe working environment to protect and sustain the development of all employees and prospective talents.

**To this extent, Amplifon:**

- Avoids systemic inequities which impact employees at any level and addresses them according to this Policy and in line with our mission and values.
- Commits to strengthen education around equity to prevent unconscious bias and other forms of silent discrimination.
- Continues to ensure that all our programs, recruitment processes, policies, and services do promote fairness and equal treatment for all.
- Strengthens equity efforts into every part of our organization and invests in partnerships with organizations committed to advancing equity.

## **PILLAR 3 • INCLUSION**

Amplifon celebrates people for their differences and is therefore committed to cultivating an environment where all employees feel included and safe enough to bring their unique ideas and practices to life, and to feel empowered and inspired.

To be truly effective, inclusion must be engrained and integrated throughout the entire workforce. Therefore, at Amplifon, we embodied a strategy of human resources development and management, that aims to promote an inclusive culture to enhance the uniqueness of people and to become an employer chosen by people of all abilities. We strive towards this by uplifting all our employees within the company by any means possible so that every talent can express their potential and professional growth.

**For these reasons Amplifon pledges to:**

- Actively break down employees' barriers to create a work environment that is accessible to employees of all abilities and celebrates their individual differences, thoughts, ideas, and perspectives.
- Carry on our inclusive and evidence-based selection processes globally.
- Provide access to learning & development opportunities to support and elevate the personal and career development of all our people.

## PILLAR 4 • BELONGING

At Amplifon we want our employees to feel accepted and included to create a culture of belonging that allows all employees to thrive by being who they are every day, by expressing themselves and, therefore, by being creative and innovative to unfold their full potential. Such a highly productive and diverse work environment is in our DNA; it drives people's engagement and attracts top talents to our workforce.

We commit to our employees' health and well-being by enhancing social connections that strengthen everyone's ability to communicate, share and learn from each other to create a sense of belonging with actions aimed at overcoming **unconscious bias** and **othering**.

### **As such, Amplifon is committed to:**

- Lead with respect and tolerance to encourage all employees and the Amplifon Partners' Network to do the same in their work within our organization.
- Continue our constant resources investment in initiatives aimed at creating a workplace that prioritizes employee well-being, team spirit, and collaboration.
- Providing an environment safe from harassment and discrimination for all employees to voice their opinion and to report misconduct.
- Keep the Winning Workplace always adequate, secure, safe, and always in line with the latest standards. We commit to providing the latest technology to empower people all around the world to work successfully and integrated.

## COMMITMENT

Amplifon's DEIB Policy applies to all our employees and collaborators, but it is not limited to them: we apply the same values and respect when interacting with customers, stakeholders, and partners.

At Amplifon we believe that a DEIB Policy cannot just stand-alone, but it needs to be implemented in all the processes and ways of working. As such this Policy is brought to life by the accompanying DEIB Action Plan, which highlights Amplifon's current and future actions, which will serve as the enactment of the DEIB Pillars. DEIB Action Plan encompasses the specific actions and initiatives Amplifon aims to undertake to ensure the integration of DEIB Pillars into its company culture.

KPIs and potential targets are identified, monitored, and reported on a regular basis according to the Amplifon Sustainability Plan.



# GOVERNANCE

Under the umbrella of the Sustainability Policy, the Human Resources Department is accountable to implement the Policy on relevant key topics as Diversity, Equity, Inclusion & Belonging. Amplifon's DEIB Policy has been reviewed and approved by the Chief Executive Officer and shared with the Board of Directors.

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