



GLOBAL DIVERSITY RECRUITMENT POLICY

ABSTRACT



PRINCIPLES

Prysmian Group is committed to the development of an organization that prioritizes talent, abilities, diverse experiences and different cultural backgrounds, where people feel respected, appreciated and free to fully express their human potential.

We strongly believe that **diversity drives meritocracy** and brings significant **value at all levels of the organization**, increases the possibility of capturing **market opportunities** and maximizing **value for our customers and shareholders**.

Like all companies, we want to constantly improve our performance and move our business forward. But our approach is different: in order to reach this goal, we need to recruit from the widest possible pool of talent based on an uncompromising commitment to excellence and meritocracy.

Accordingly, these guidelines must be applied to all the recruiting activities of professional employees (grade from 13 to 19 and Executives with grade 20 and above) and, to the maximum extent possible, when recruiting shop floor employees. In all cases, all Group Companies must comply with all applicable law relating to diversity.



PRINCIPLES

We have a specific policy to follow:

- Prysmian Group aims to attract and recruit individuals with diverse backgrounds, skills and abilities, who will enhance the quality of service and contribute to **Prysmian Group's success**;
- Prysmian Group endeavors to extend **equal opportunities and equal dignity** to all types of diverse individuals;
- We see diversity and inclusion as a competitive advantage and a key success factor for **Prysmian Group's future sustainable long-term growth**;
- At the same time, we reinforce the importance of **meritocracy**;
- Prysmian Group is committed to providing all current employees with **opportunities for development and career growth**.

PURPOSES

The principal objective of Prysmian Group's Diversity Recruitment Policy is to **strengthen the recruitment process through the adoption of a standardized methodology that will promote the highest standards for our hiring activity**. Our Diversity Recruitment Policy will also enable us to select the **best talent on the market**, by promoting the diversity and inclusion at all level of our organization.

The essence of this policy aims:

- To reinforce the recruiting process by providing a standardized methodology, that will ensure equal opportunities in every step of selection;
- To establish specific guidelines for recruitment. Each recruiting action can create a more diverse organization. For this reason, this policy supports our gender balance goal of women filling at least 40% our professional employees (grade from 13 to 19 and Executives with grade 20 and above) recruited over the next three years;
- To ensure that our marketing and advertising materials, job postings, website and annual report adhere to our Diversity & Inclusion Policy principles and relevant employment legislation;
- To improve internal and external branding to attract and retain talent, diversify our employee population and expand our talent pool.



Prysmian Group's Global Diversity Recruitment Policy is composed by the following sections:

- **HIRING NEED**
- **JOB DESCRIPTION AND SKILL SPECIFICATION**
- **ADVERTISING AND SOURCING**
- **SCREENING AND LONG LIST**
- **SHORT LIST INTERVIEWS AND SELECTION**
- **APPOINTING NEW EMPLOYEES**
- **MONITORING AND COMPLIANCE**

