


	<b>DIVERSITY, EQUITY, INCLUSION &amp; BELONGING POLICY</b>	<b>POL-HUCAM-01</b>
		<b>Rev. 0 – ed. 11/12/2025</b>
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# RINA POLICY GROUP

## DIVERSITY, EQUITY, INCLUSION & BELONGING POLICY

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The Diversity, Equity, Inclusion, and Belonging (“DEIB”) Policy represents the framework that defines RINA’s commitment to promoting a workplace free from all forms of discrimination with the goal of fostering an inclusive culture and valuing the uniqueness of each person.

This Policy has been developed in alignment with the regional, national and international standards on diversity, equity, inclusion, and belonging adopted by RINA and is applied consistently with the legal requirements in the jurisdictions in which RINA operates.

## Definitions

To promote clarity and shared understanding across RINA’s global workforce, the following definitions apply:

**Diversity** refers to the variety of visible and invisible characteristics that make individuals unique, including differences in background, experiences, perspectives, identities, skills, and ways of thinking. Diversity does not imply preferences or preferential treatment; rather, it acknowledges the natural differences that exist within a global workforce.

**Equity** refers to the commitment to ensuring fair access to opportunities and resources by identifying and addressing potential barriers that may affect individuals differently by applying lawful, fair and consistent processes to support each person in reaching their full professional potential.

**Inclusion** refers to creating a work environment in which each individual feels welcomed, respected, supported, and able to meaningfully contribute.

**Belonging** refers to the sense of acceptance, trust, and mutual respect that allows individuals to experience a workplace in which they can fully participate and be recognized for their contributions and feel that they are an integral part of RINA’s shared values and culture.

## Culture of equality and regulatory references


RINA promotes a culture of diversity, equity, inclusion and belonging where every person feels welcomed, respected and valued. We respect and value the diverse backgrounds, experiences, and perspectives of our workforce and aim to provide opportunities and resources that enable each person to fully reach their potential.

At RINA, we are committed to removing all barriers—visible or invisible—that may hinder access to growth opportunities, ensuring that merit, skills, and individual contributions are the foundation of professional development.

Our goal is to build a global and inclusive work environment where active participation and free exchange of ideas are encouraged and where everyone feels an integral part of a shared project, contributing to collective success.

RINA adopts and applies the principles of the United Nations (UN) Universal Declaration of Human Rights, the core Conventions and Recommendations of the International Labour Organization (ILO), the Charter of Fundamental Rights of the European Union, as well as all regulations regarding equal employment opportunity and inclusion in the countries and regions where it operates.

In addition, RINA recognizes ILO Convention No. 190/2019 on the elimination of violence and harassment in the world of work as a fundamental reference for ensuring safe and respectful professional environments. RINA considers non-discrimination a priority and a cross-cutting element

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throughout the entire corporate strategy.

### **Prohibition of Discrimination and promotion of equal opportunities**

RINA does not tolerate any form of discrimination based on characteristics protected by applicable law, including - by way of example and not limitation - gender, sexual orientation, gender identity, ethnic origin, nationality, skin colour, marital status, pregnancy and maternity, family and caregiving responsibilities, disabilities (visible and invisible), towards neurodivergent individuals, religious beliefs, age, social status, or personal convictions (including political affiliation, trade union membership or associations).

Harassment—including sexual harassment—is considered a discriminatory act. It consists of unwanted behaviour that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment based on gender or another characteristic by applicable law. Even a single isolated act or mere threat may constitute harassment.

### **Protection throughout the employment relationship and organizational chain**

In line with the values expressed in its Code of Ethics, RINA aims through this Policy to prevent and firmly condemn any act of discrimination against RINA employees and all persons with whom RINA does business regardless of the type of contractual relationship or role, including third parties within its organizational structure (e.g., candidates, consultants, suppliers, clients, partners, stakeholders).

RINA is committed to ensuring equal opportunities throughout all stages of the employment relationship, from the recruitment process to role assignment, from performance evaluation to career development, from compensation to termination of employment.

This commitment is also formalized through specific HR policies and procedures that transparently and inclusively regulate people management processes, in line with the principles of this Policy.

These principles also apply to communications via email, corporate messaging, or any other form of professional interaction, both inside and outside company premises.

### **Implementation responsibilities**

The DEIB Committee is designated as the body responsible for the oversight, implementation, periodic review, and updating of the actions set forth in this Policy. The Committee meets regularly to monitor implementation, propose improvements, and ensure alignment with relevant regulations.

RINA's commitment is also reflected in the continuous updating of corporate procedures related to non-discrimination principles and DEIB.

This Policy applies to all RINA staff in their interactions with colleagues, clients, suppliers, partners, and all stakeholders engaged in work-related activities.

The principles of this Policy must be applied both within RINA offices and in external work settings, in all professional contexts.

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RINA expects all suppliers, partners, and external parties engaged with the company to respect the principles outlined in this Policy.

### **Management, Monitoring, and Continuous Training**

RINA promotes a management model designed to ensure lawful and appropriate long-term compliance with regional, national and international standards on equal employment opportunity and DEIB.

This Policy serves as the foundational reference for all practices, procedures, and guidelines adopted by RINA Group companies worldwide.

In this context, RINA also includes in its corporate procedures those related to internal and external communication, ensuring that content, language, and imagery used in official channels align with the principles of this Policy.

Aware of the effectiveness of prevention tools, RINA commits to continuing the implementation of appropriate information, training, and awareness-raising measures for all personnel. These initiatives aim to promote, across all RINA entities, a culture grounded in respect for human dignity and appreciation of the diverse experiences and perspectives of all personnel.

Training activities include specific content on recognizing and addressing harassment and on encouraging respectful and inclusive behaviour.

### **Reporting and Non-Compliance**

RINA further commits to the widespread dissemination of this Policy within the organization and to its periodic review, in line with changes in the regulatory, social, and business context.

RINA recognizes the fundamental role of managers, who are primarily responsible for ensuring a work environment free of discrimination; identifying barriers to full inclusion; fostering a climate open to the free exchange of ideas; and raising team awareness of this Policy and related guidelines.

Managers must also be attentive to signs of difficulty or distress and encourage the use of the reporting channels provided, with the aim of ensuring a workplace free from harassment and discrimination.

RINA will monitor the implementation of this Policy and encourage the use of the reporting channel: <https://whistleblowing.rina.org>, and any other channels identified in applicable national or regional policies.

All reports will be handled with confidentiality to the extent consistent with a thorough investigation and appropriate corrective measures, protection of the reporting party, and in accordance with impartial criteria.

Non-compliance with this Policy will be assessed according to the regulatory and contractual provisions in the applicable region or country.

Genoa, 11 December 2025

Carlo Luzzatto  
CEO e General Manager