

## Diversity & Inclusion Policy (D&I Policy)

### Introduction

At Microtest Group, we are dedicated to fostering a culture of diversity, equity, and inclusion (DEI) that aligns with the principles of the UN Global Compact (UNGC). This policy complements our Code of Ethics, reinforcing our commitment to these core values.

We recognize that our employees are our most valuable asset. The unique blend of individual differences, life experiences, knowledge, creativity, innovation, self-expression, and talent that each employee brings to the workplace contributes significantly to our culture, reputation, and overall success.

### Embracing Diversity

We celebrate and encourage the diversity of our employees, including but not limited to: age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, education.

These diverse characteristics are what make our employees unique and are vital to fostering an inclusive environment.

### Diversity Initiatives

Our diversity initiatives encompass all aspects of our operations, including:

- Recruitment and selection
- Compensation and benefits
- Professional development and training
- Promotions and transfers
- Social and recreational programs
- Layoffs and terminations

We are committed to creating and maintaining a work environment where every employee feels welcomed, respected, and fully able to contribute. Our specific initiatives include:

- **Respectful Communication and Cooperation:** We promote open and respectful dialogue among all employees.
- **Teamwork and Participation:** We encourage the representation of diverse groups and perspectives in our teams and decision-making processes.
- **Work/Life Balance:** We offer flexible work schedules to accommodate the varying needs of our employees.
- **Community Engagement:** We support and encourage our employees to contribute to the communities we serve, fostering greater understanding and respect for diversity.

## Employee Conduct and Responsibility

All employees are expected to treat others with dignity and respect at all times. This expectation extends to all work-related activities, including company-sponsored events. Additionally, all employees are required to complete annual diversity awareness training to enhance their understanding and commitment to DEI.

## Reporting and Accountability

Employees who believe they have experienced or witnessed discrimination that conflicts with this policy are encouraged to seek assistance from their supervisor or an HR representative, in accordance with our [Whistleblowing Policy](#). Any employee found to have engaged in inappropriate conduct or behaviour may be subject to disciplinary action.

This policy reflects our commitment to a diverse, equitable, and inclusive workplace where every individual can thrive and contribute to our collective success.

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