

# Our Commitment to Diversity, Equity & Inclusion

OEM S.r.l. values diversity as a driver of innovation, growth, and organizational well-being. We believe in **a workplace where every person feels welcomed, respected, and free to express their full potential.**

We are committed to promoting equity and combating all forms of discrimination based on gender, age, sexual orientation, disability, ethnicity, religion, beliefs, or any personal or social condition.

Built to Connect

Apr. 2025

# Strategic Objectives

- Ensure equal access, career growth, and development opportunities for everyone.
- Apply impartial recruitment processes and transparent evaluation criteria.
- Promote female representation at all organizational levels.
- Prevent and counter harassment, violence, and discriminatory language.
- Offer regular DEI training for staff and leadership.
- Listen to people's needs and foster an inclusive and collaborative environment.



Apr. 2025

# Actions Already Underway

OEM S.r.l. has already implemented a number of concrete measures to promote a fair, respectful, and inclusive working environment:

- Personalized working hours to support work-life balance
- Equal pay for equal roles and responsibilities
- Equal access to career development paths regardless of gender or age
- Active involvement of women in technical and decision-making areas
- Transparent recruitment processes, neutral to personal identity
- Inclusive language in both internal and external communication
- Organizational support for parents and caregivers
- Attention to individual needs in workplace layout and job organization



Apr. 2025

# A Guide for Every Choice

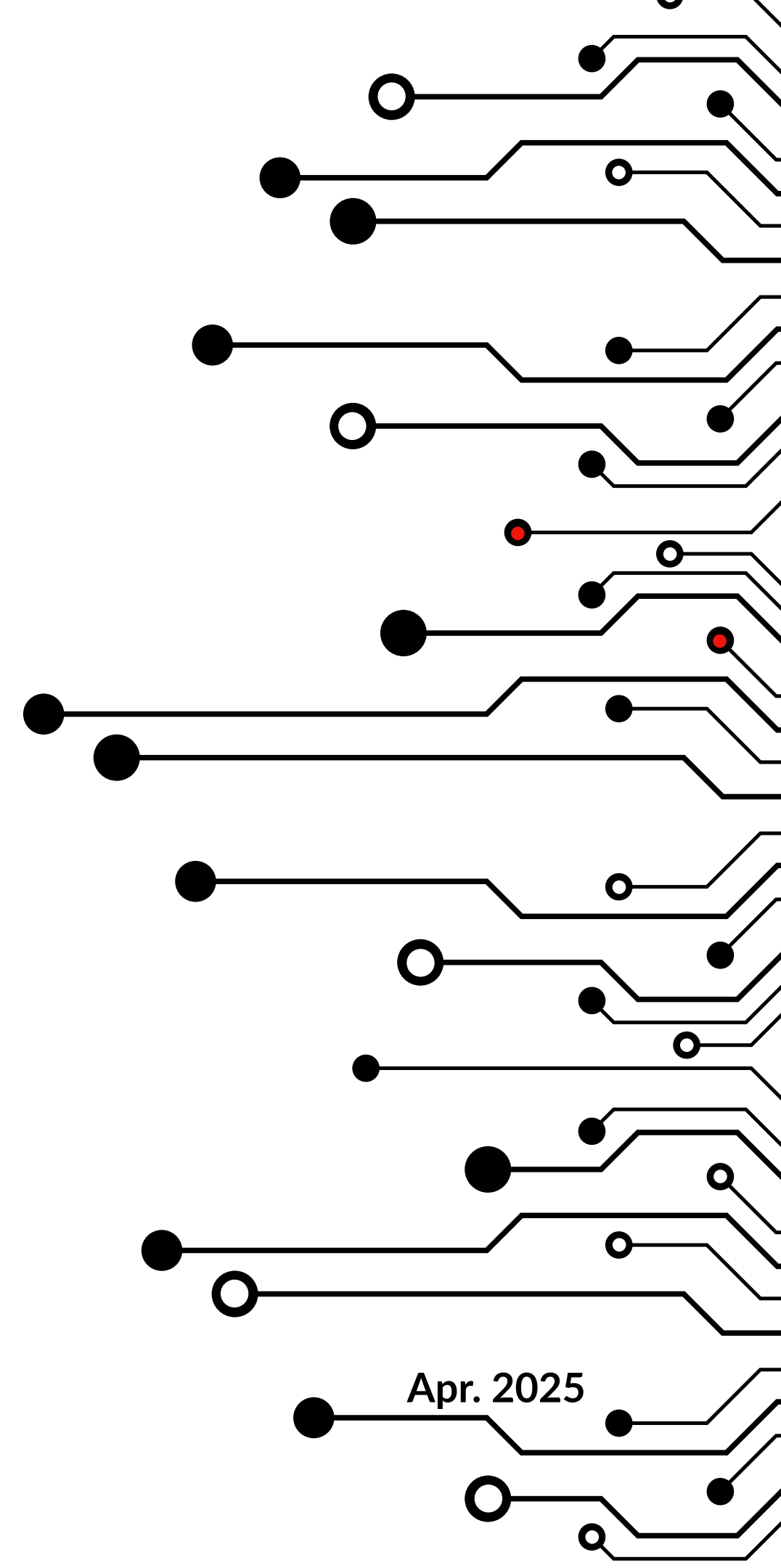
This is not a document to be archived.

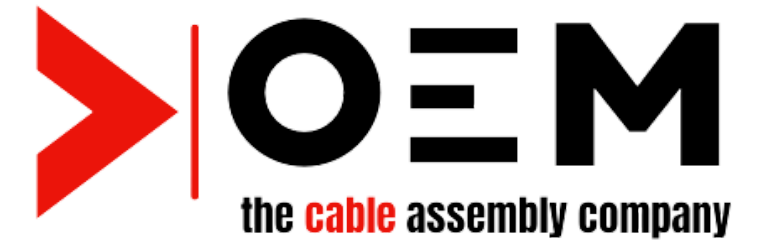
It is a **practical and strategic tool** guiding us toward a fair, respectful, and open environment for all diversities.

Every choice we make can help build a more just, accessible, and humane company culture.



Apr. 2025





**THANK YOU**

Apr. 2025