

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.**

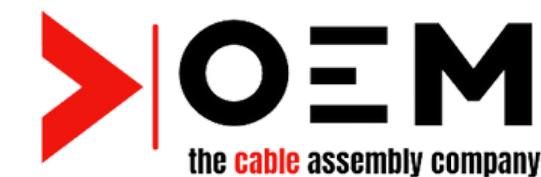
We are committed to promoting equity and combating all forms of discrimination based on gender, age, sexual orientation, disability, ethnicity, religion, beliefs, or any personal or social condition.

Built to Connect

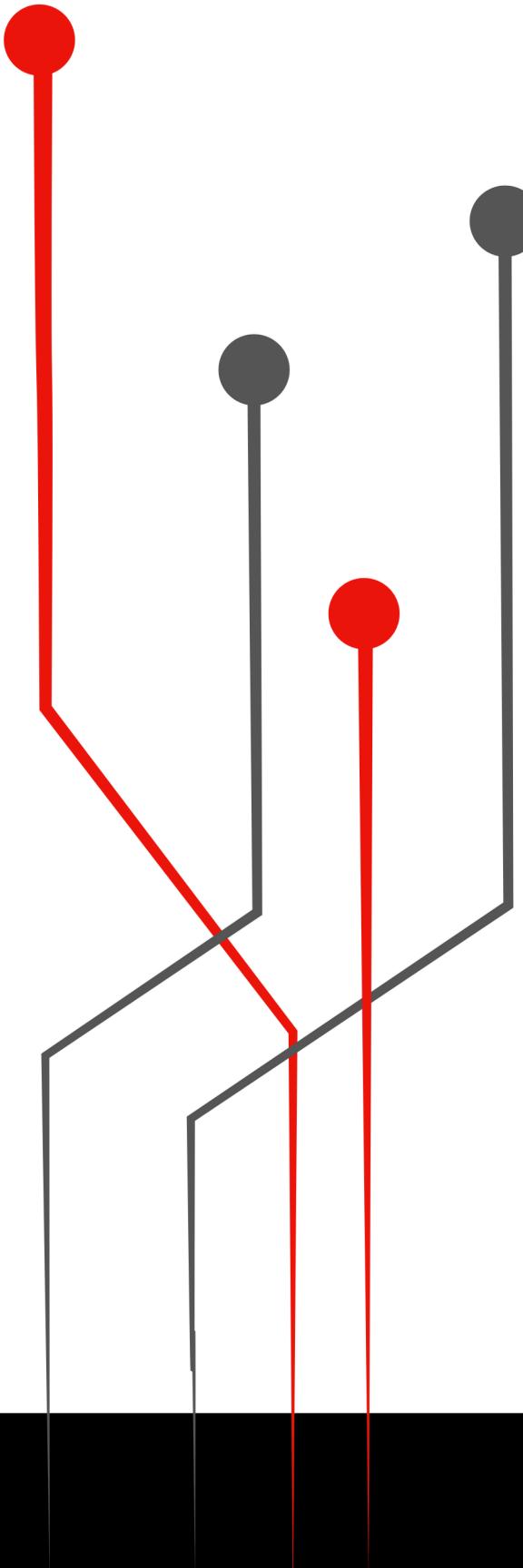
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Strategic Objectives

- 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.



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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

A Guide for Every Choice

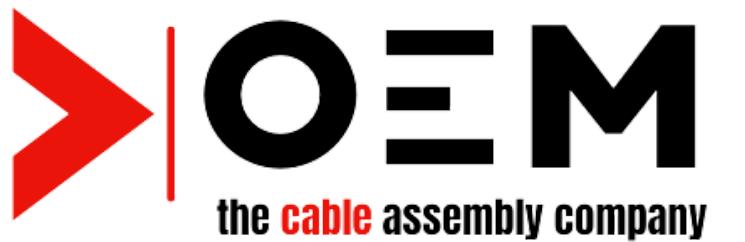
This is not a document to be archived.

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.



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THANK YOU

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