



Press Release

ERG obtains UNI/PdR 125: 2022 Gender Equality Certification

Genoa, 1 August 2024 - The ERG Group has obtained the UNI/PdR 125: 2022 Gender Equality Certification for its activities in Italy, an important recognition as part of the path undertaken to promote an inclusive culture that guarantees equal opportunities to all people, without gender distinction.

The certification, valid for three years, was issued by Certiquality, an accredited certification body, following an audit process that recognised the ERG Group's firm commitment to enhancing diversity and greatly promoting inclusion processes within the company.

In recent years, ERG has defined a plan of actions aimed at developing a professional environment based on respect for diversity and overcoming any barriers that could hinder full workplace inclusion. With the 2021 ESG Plan, clear and measurable goals were established and integrated into the short- and long-term variable incentive systems of management to implement these programs. In line with the Code of Ethics, ERG has concretized its commitment to Diversity & Inclusion (D&I) through the issuance of a policy on Diversity & Inclusion and Gender Equality, representing an executive document.

Paolo Merli, CEO of ERG, commented: *"We are satisfied and proud of this further recognition, which follows ERG's inclusion in Bloomberg's Gender-Equality Index in 2022. The certification is based on a strategic plan designed to significantly impact processes aimed at achieving full inclusion and enhancement of all our people within the Group. This is supported by governance with a dedicated organizational unit, effectively maintained by an internal committee and a council committed to this journey. A work environment based on equal opportunities, diversity, and meritocracy not only improves the well-being of our people but also creates value for the company"*

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