

# **RULES ON DIVERSITY FOR SEXUAL ORIENTATION AND IDENTITY**

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## **INTRODUCTION**

A large banking group like Intesa Sanpaolo, which is one of the leaders in Europe, has a significant impact on the social and environmental context in which it operates. It is therefore our responsibility to work in favor of sustainable development, always keeping in mind the objective of creating value for all our stakeholders, with a focus on three principal areas – economic/financial, environmental and social. The latter area also includes the respect for diversity.

## **OUR COMMITMENT TO DIVERSITY**

The elimination of all kind of discrimination from our conduct is a key dimension of our commitment to responsibility contained in our Code of Ethics and is the basis of our principle and reference value of Equity.

The Intesa Sanpaolo Group is committed to respect differences in gender, age, ethnicity, religion, political and trade union membership, sexual orientation and identity, language or disability.

This commitment, made more and more tangible in the various activities, is based on the belief that respect for the personality and dignity of each employee is the basis for the development of a work environment permeated by trust and loyalty, enriched by the diverse experiences of each.

This implies the responsibility to adopt rules for the management of people increasingly marked by fair and consistent behaviors, guaranteeing equal opportunities in all the phases of working life as well as in non work-related initiatives and services provided by the Bank.

## **THE RESPECT FOR DIVERSITY OF SEXUAL ORIENTATION**

To give increasing substance to our values, Intesa Sanpaolo, in line with the current model of self-responsibility, is committed through the relevant Departments to define operational rules in order to extend to unions between persons of the same gender the benefits provided by the company regulations or equivalent ones such as, but not limited to, the granting of a special paid leave on the occasion of a marriage contracted abroad by a cohabiting couple.

Intesa Sanpaolo is also committed to intensifying the dialogue with stakeholders bearers of specific instances and suggestions for improvement, with a view to openness and constructive exchange, also through the design and launch of shared actions.

## **INFORMATION AND PERSONNEL TRAINING**

This policy will be widely disseminated using the various instruments of internal and external communications and specific actions will be undertaken to strengthen awareness and sensitivity in the Group at all levels.

## **MONITORING AND CONTROL**

The monitoring of the consistency of the rules, processes and business practices with respect to the contents of this policy is carried out in the wider context of the monitoring of compliance with the Code of Ethics, already active in detecting and assessing, among other things, the respect for Human Rights, including the one at issue within this provision.