



# DIVERSITY & INCLUSION POLICY



## INTRODUCTION

Diversity and inclusion are of paramount importance for us, as People are the driving force behind Save The Duck. Our business success is the reflection of qualities and skills of our People. Through our contribution we aspire to create a more diverse and inclusive working environment for our People and throughout our value chain.

## OUR VISION

Diversity encompasses any social identity, such as gender, age, culture, nationality, ethnicity, physical and mental disabilities, political and religious beliefs, sexual orientation, socio-economic status, experience, education and other attributes.

## PURPOSE

Through this Policy, we are committed to ensuring that Diversity and inclusion (“D&I”) principles are fully incorporated into our activities, both as universal human rights and as means to overcome social injustice more effectively. Working with all entities in our value chain, we seek to promote the equal realization of dignity and human rights for all genders and ages, and the eradication of any injustice.

We recognize that inclusion is a human right, crucial for sustainable future and we believe that diversity leads us to be more creative, flexible and productive.

In the “D&I” policy we describe Save The Duck commitment, ambitions and approach to involving, accepting, and valuing all people in the workplace regardless of their differences and social identity. Through this policy we aim to disseminate and advance equity and equality among our People, partners and communities we work with.

## COMMITMENT

This Policy is based on international law and national standards, aligned with our commitments in particular linked to the Women’s Empowerment Principles (WEPs), the United Nations Global Compact (UNGC) and the Sustainable Development Goals (SDGs).

Furthermore, this Policy is aligned with International conventions such as the eight fundamental international Labour Standards (ILO) conventions and the Universal declaration of Human Rights (UDHR).

Our ambition is to foster an inclusive working environment, where diversity helps to drive our decisions, raise awareness and ensure focus on. Through our D&I commitment we monitor our progress to continually ensure that our initiatives are effective and to keep raising the bar.

## FIELD OF APPLICATION

This Policy applies to the management and all employees of Save The Duck and we commit to disseminate and advance diversity and inclusion to the partners we work with and our community.

With the Diversity and Inclusion Policy of Save The Duck we want to provide an internal guidance on how we aim to integrate gender respect and to empower human rights.

## GUIDING PRINCIPLES

Save The Duck approach to D&I is linked to our guiding principles, which support the integration of D&I into our operations, where relevant and possible.

### ***Agile mindset***

To ensure that our organization stays agile and prepared for future growth we aim to provide equal and exciting opportunities for our employees, to boost the growth of talented profiles through senior leaders mentorship and to guarantee options for career mobility to accommodate the personal life choices of our employees.

### ***Talent diversity***

We want to attract, develop and retain people with different backgrounds and experiences to support us in the growth of our project. Diversity and inclusion are fundamental elements of any selection and recruitment activity in our organization and are transparently visible in all job advertisements, our selection criteria and open position lists. We ensure to de-bias job descriptions, screening and decision-making processes.

### ***Equal opportunities***

We offer equal opportunities regardless of social identity to all our People. Our organization can gain a competitive advantage from the development of diverse experiences and perspectives of our employees, from internship to training opportunities. We provide our resources with pay equity based on market benchmarks for the role, skills and attributes of the resource, never on gender or other attributes.

### ***Product declination and gender-neutral marketing***

Our products are always developed in respect of the needs of women and men, with each human being diversity in mind.

We aim to develop gender-neutral advertising and marketing projects so as not to perpetuate any kind of negative gender stereotype.

## ASSOCIATED POLICIES

This Policy is complementary to the set of related standards and policies that all Save The Duck employees and partners are required to comply with including the Code of Interdependence and the Code of Ethics.

## IMPLEMENTATION, MONITORING AND REPORTING

The Board of Directors oversees the definition of the guidelines of this policy and periodically reviews, update and approve it.

This policy has been approved by the Board of Directors on July, 29th 2021.

Information about our D&I progress will be published on our annual report where we disclose the actions taken and the results achieved related to sustainability issues. This sustainability report is drawn up in accordance with international standards and communicates our results in a clear and transparent manner to all our stakeholders and is available on our sustainability section on our website: [https://www.savetheduck.it/it\\_en](https://www.savetheduck.it/it_en).



## GENDER

It's the range of characteristics pertaining to, and differentiating between femininity and masculinity. Gender is not binary and terms and definitions related to gender and sexuality are diverse and constantly evolving, which is why we refer to 'all genders and all ages'.

## DIVERSITY

It's the condition of including differing elements. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

## DISCRIMINATION

It's the act of making unjustified distinctions between human beings based on the groups, classes, or other categories to which they are perceived to belong. Rigid gender norms limit people of all genders and sexual orientations by creating and reinforcing assumptions and systems of privilege (sometimes codified in laws and policies) about their recognition in society and the range of roles and opportunities open to them.

## INCLUSION

Inclusion is the policy or practice of making sure that people who might otherwise be excluded or marginalized has equal access in society to resources and opportunities.

## EQUITY

Equity is about fairness; it's about making sure people get access to the same opportunities. We must ensure equity before we can enjoy equality. Equity is a solution for addressing imbalanced social systems. In an equal environment there is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically.

## EQUALITY

Equality is about sameness; it promotes fairness and justice by dividing resources in matching amounts. Equality works if everyone starts from the same starting level.

## WOMEN'S EMPOWERMENT:

Women's empowerment promotes women's sense of self-worth, their ability to determine and take control of their own choices, and their right to influence social change for themselves and others. It is closely aligned with female empowerment, a fundamental human right for the achievement of a more peaceful and prosperous world.



WE RESPECT ANIMALS.

SEDE LEGALE





VIA ARCIVESCOVO CALABIANA 6

MILANO

TEL.: +39 02 89080866

WWW.SAVETHEDUCK.IT

INFO@SAVETHEDUCK.COM

 @SAVETHEDUCK.ITALY  @SAVE\_THE\_DUCK  @SAVE\_THE\_DUCK  SAVE THE DUCK