DIVERSITY & INCLUSION POLICY

According to the Ethical Code, we are committed to meeting the following principles on Equality, Diversity and Inclusion, in compliance with applicable national laws and regulations, and taking into account international instruments, such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights.

We are committed as well to contributing towards the achievement of the United Nations’ objectives, stated in Sustainable Development Goals and Global Compact principles, as well as those adopted in Europe, such as the EU Strategy for Corporate Social Responsibility and 2014/95/EU Directive on disclosure of non-financial and diversity information.

The RINA Group values honesty, transparency and accountability at all levels and will strive to create an environment that supports inclusive teamwork. As an organisation, we require everyone to be treated fairly and with respect. RINA recognises current equality legislation and will strive to surpass the minimum standards presently set.

We want to attract, retain and inspire a diverse work force within RINA, to do this we must recognise the multiplicity of people that work for us and understand that our employees are not homogenous. We recognise the differences of all the protected characteristics (age, sex, race, disability, being or becoming a transgender person, being married or in a civil partnership, religion and sexual orientation) as well as social, economic and educational background.

We aim to foster a culture that encourages new ideas and innovative thought from all of our employees. We realise that equality does not mean treating all employees the same, but taking all differences into account and managing them appropriately. In order to do this, we will strive to implement practical policies which will grant all of our staff the same level of access to allow them to contribute equitably.

This policy applies to all employees and applicants engaged with RINA. It is our belief that Equality, Diversity and Inclusion should hold a foundation in every aspect of the business, from recruitment and selection through to the termination of employment.

The People Development Committee will make recommendations on diversity and inclusion initiatives; monitor and evaluate their implementation and ensure that Diversity and Inclusion related programs of work are progressing correctly and successfully.

The CEO, Corporate Human Capital Development, Corporate HR and the local HR Managers as applicable, will also monitor the progress and the effectiveness of Diversity and Inclusion related initiatives, including progress against measurable objectives.

Actions and measurable targets will be taken and an annual Diversity and Inclusion Report will be published. Assessment of objectives and review of progress will be carried out on an annual basis in the Diversity and Inclusion Report making recommendations as appropriate. Progress against targets will be made available to all our stakeholders.

We will ensure that our employees are made aware of the Diversity & Inclusion policy during their employment and we will boost RINA’s commitment to the outlined objectives.

We will celebrate and promote RINA’s Equality, Diversity and Inclusion policy using pre-established internal communication channels. We will ensure there is clarity and transparency when changes occur providing training to increase understanding.
We will make all employees, current and newly appointed, aware of this policy and RINA’s commitment to the objectives outlined within.

31 August 2019

Chairman and CEO
(Ugo Salerno)