



the **MANIFESTO**
on women's employment



WHAT IS VALORE D?

Valore D is the first association formed by companies in Italy with the objective of promoting gender balance and the spread of a more inclusive culture for the growth of the Country and its economic system. The enhancement of gender diversity, but also of different generations and cultures, represents a factor of innovation, competitiveness and growth. Valore D's approach is integrated and result-oriented, providing to associates concrete tools and clear indicators to increase and monitor the degree of diversity and inclusion in their organizations.

Valore D is a steadily growing network: born in 2009 with the joint commitment of twelve virtuous companies - AstraZeneca, Enel, GE, Johnson & Johnson, Ikea, Intesa Sanpaolo, Luxottica, McKinsey & Company, Microsoft, Standard & Poor's, UniCredit and Vodafone – today it counts about 170 associated companies which, at an aggregate level in Italy, represent over one and a half million employees. Thanks to the different experiences gained from affiliated companies in the various sectors and to a constant and constructive dialogue with institutions, Valore D, through its programs and projects, helps companies to achieve concrete and measurable results. 74% of the companies which are members of the association believes that “[the Association] significantly contributes to develop plans for the inclusion of gender and culture diversity within their organizations”.

In addition to the services and benefits offered to associates, Valore D is a knowledge base platform and a level playing field between companies and institutions so that gender balance, cultural and generational diversity can express all their potential to support the growth of the Country and its economic system.

the **MANIFESTO** on women's employment

THE GENESIS OF THE MANIFESTO

Thanks to its continuous collaboration with the associates, over the last seven years Valore D has been able to review and monitor the development and deployment of over 1,000 good practices. This privileged viewpoint has subsequently led to the creation of a “Manifesto for women’s employment” which has become a commitment shared by the vast majority of the associated companies.

Because of these consolidated experiences, in the year in which Italy hosts the G7, the association would like to make available to the country’s institutions its contribution on issues of primary importance such as the impact of gender diversity on innovation, growth, development, and sustainability.





MANIFESTO

Valore D

Valore D

Valore D

THE INTERNATIONAL CONTEXT

The Manifesto aims to be a practical tool for companies and is in line with the international standards on sustainability and, in particular, with the indicators developed by the Global Reporting Initiative (GRI) - an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption. The guidelines developed by the GRI are accepted as a global standard and are a strategic reference for the construction of indicators used to measure performance and promote continuous improvement.

This choice represents an opportunity not only for large companies, which in recent years have built increasingly structured paths to sustainable development, but also for small and medium sized companies that are often a fundamental part of the supply chain of listed companies which are increasingly looking at the accountability of their suppliers also with regard to these themes. Having a qualitative and quantitative representation of social, environmental, gender, governance performance for a small or medium-sized enterprise means to have an additional “credential” in qualification processes, an opportunity for business growth and a consolidation of reputation.

Sustainability reporting has become increasingly important since Italy has issued the Legislative Decree n° 254 of 2014 implementing the European Directive 2014/95/EU concerning non-financial information and information on diversity. The regulatory framework reinforces the importance of a systemic representation on environmental issues, social and personnel policies, human rights and the battle of companies against corruption.



KEY POINTS OF THE MANIFESTO

For each of the following points, the companies which have undersigned the Manifesto commit themselves, gradually and accordingly to their own specific characteristics of sector and size towards clear and measurable objectives, with performance indicators and periodic monitoring. Companies that have already defined and executed specific measures to comply with the points of the Manifesto, confirm again with their signature the commitments already made and recognize the effectiveness of the document.

- 1** The company recognizes the value of gender diversity, as key resource for innovation, productivity and growth. The company is committed, in the selection process, to identify a shortlist of candidates representing both genders, taking into account the specific nature of the sector in which it operates. Should that balance is not feasible, the company commits to investigate the reasons.
- 2** The company recognizes the increasing importance of skills in STEM (science, technology, engineering and mathematics) for product and process innovation being aware that, even if these represents the professions of the future, women are likely to be more penalized because of their less present in these disciplines. Therefore, the company commits to do its best to ensure balance among employees with same skills and professionalism.
- 3** The company undertakes to monitor women quotas, using the following key indicators: number and percentage of incomers, numbers and percentages of distribution of professional growth's opportunities, analysis of constraints and opportunities for growth, pay or wage gaps and different generation presence.



4 In addition to the protections already provided for by the law, the company aims to utilize incentives and to explore innovative, useful and effective ways to support their women employees throughout the maternity period, with the aim of improving the management of the period of absence and thus encourage a flexible reorganization of work in order to facilitate the new mother's return to the workplace.

5 The company welcomes the commitment of both parents regarding childcare and encourages a proactive role for fathers. To this end, where possible and with the adoption of affirmative action, the company promotes and incentivizes paternity rights.

6 The company undertakes to put in place corporate welfare policies to support its employees, in accordance with its business sector and size.

7 The Company undertakes to evaluate, test and implement flexible working modalities that meet the needs of employees in accordance with their productivity and operational requirements. This will allow them to combine work and personal needs by allocating work based on objectives and results.

8 The Company undertakes, in accordance with its business sector and size, to increase women quotas throughout the company, as part of a strategic plan with objectives, performance indicators and continuous monitoring of trends.

9 The Company undertakes to periodically involve its management and keep them fully aware of changes on gender diversity, employment and women professional growth. An annual update will be presented to the Board of Directors for review.



GRI INDICATORS

MANIFESTO VALORE D	GRI indicators
POINT 1	RECRUITMENT POLICIES
	GRI 102-8
	<ul style="list-style-type: none">• total number of employees by type of job, gender, age
	GRI 401-1
	<ul style="list-style-type: none">• total number of new employees per group age, gender and geographical areas; turnover rate by age group, gender and geographical area
POINT 3	MONITORING OF WOMEN'S PRESENCE IN BUSINESS
	GRI 102-8
	<ul style="list-style-type: none">• total number of employees by type of job, gender, age
	GRI 401-1
	<ul style="list-style-type: none">• total number of new employees by group age, gender and geographical areas; turnover rate by age group, gender and geographical area• average hours of training by gender and job type
	GRI 404-3
	<ul style="list-style-type: none">• percentage of employees receiving performance reviews and career development by gender and classification
	GRI 405-2
	<ul style="list-style-type: none">• gender pay gap women/men



POINT 4

MATERNITY SUPPORT

GRI 401-3

- number of employees who take parental leave by gender

GRI 404-3

- number of employees covered by the parental leave by gender
- number of employees covered by the parental leave by gender and still working after 12 months
- reporting the return to work and the rate of retention of employees who have taken parental leave by gender

POINT 5

SUPPORT TO PARENTHOOD

GRI 401-3

- number of employees who take parental leave by gender
- number of employees covered by the parental leave by gender
- number of employees covered by the parental leave by gender and still working after 12 months
- reporting the return to work and the rate of retention of employees who have taken parental leave by gender

POINT 7

AGILE JOB FOR GOALS AND RESULTS

GRI 401-2

- standard benefits for full-time employees which are not extended to temporary or part-time employees

GRI 404-3

- percentage of employees receiving performance reviews and career development by gender and classification

GRI 102-8

- total number of employees by type of job , gender, age, type of contract (FT/PT, permanent/temporary)

POINT 8

WOMEN'S PRESENCE IN STRATEGICAL AND IMPORTANT LOCATIONS

GRI 405-1

- composition of the governing bodies by gender, age group, minority groups
- report the percentage of employees by classification for each of these categories: gender, age group, minority groups

POINT 9

UPDATE TO MANAGEMENT BODIES

GRI 102-22

- composition of the highest governance body and its committees

GRI 102-24

- nomination and selection of the highest governance body





For further information please contact:

Head of Communication & Public Affairs

Anna Zavaritt

anna.zavaritt@valored.it

+39 335 7680688

Internal Communication Coordinator & Digital Media

Silvia Ardoli

silvia.ardoli@valored.it

+39 342 8138812

