

MAASI Enterprises Diversity & Inclusion Policy (EN)

Document information

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Scope

The aim of this policy is to foster an inclusive and diverse workplace and corporate culture at MAASI, ensuring equal opportunities for all employees and collaborators.

Target audience

This policy applies to all employees, collaborators, external consultants, and company partners. It is implemented across all locations and covers every stage of the work cycle, from recruitment and selection to the personnel and collaborator management, as well as interactions with clients and suppliers.

Versione in lingua italiana: [MAASI Enterprises Diversity & Inclusion Policy \(ITA\)](#).



Policy

MAASI Enterprises is committed to valuing the diversity of individuals, including but not limited to gender, age, sexual orientation, abilities, ethnic backgrounds, religious beliefs, and all other characteristics that contribute to each person's uniqueness.

MAASI Enterprises considers diversity a core value, not merely a rule to comply with, and encourages every employee to embrace it and fully integrate it into their professional lives.

MAASI Enterprises' mission is to ensure a workplace environment that respects the dignity and value of every individual

MAASI Enterprises' policy is devoted to:

- ★ **Leadership Commitment** : The leadership at MAASI Enterprises is deeply committed to driving diversity and inclusion. This commitment is realised through inclusive governance systems, policies, and practices that encourage active participation and mutual respect within the organisation.
- ★ **Equal Opportunity**: MAASI Enterprises ensures fair and unbiased treatment for everyone in all corporate contexts. Recruitment, promotions, transfers, and training decisions are based exclusively on individual experience, skills, competencies, and alignment with the company's values and culture.
- ★ **Valuing Diversity**: Diversity is an asset. The company strives to promote an environment where differences are appreciated and leveraged as a source of innovation and creativity.
- ★ **Proactive Inclusion**: MAASI Enterprises is dedicated to fostering an environment where all employees feel welcomed, respected and empowered. This includes actively identifying and removing physical, behavioural, and communication barriers to ensure that every individual can contribute fully.
- ★ **Ethics and Responsibility**: MAASI Enterprises upholds the highest standards of ethics and social responsibility, promoting a workplace that guarantees dignity, equity, and productivity for everyone.

MAASI Enterprises' policy is implemented through the following initiatives:

- ★ **Inclusive Recruitment Process**: The company's recruitment process is designed to eliminate discrimination and unconscious bias. Every application is evaluated fairly and impartially, based solely on relevant professional experience, skills, aptitude, and competencies.
- ★ **Raising awareness of the Value of Diversity**: MAASI Enterprises actively raises awareness about the importance of diversity and inclusion among employees. This includes fostering cultural understanding and equipping teams with the skills necessary to manage and thrive in diverse environments.



- ★ Flexible Working Policies: To support a healthy work-life balance, MAASI Enterprises offers flexible working arrangements, such as remote work and adaptable schedules, where operationally feasible, to accommodate employees' diverse needs.
- ★ Reasonable Accommodations: MAASI Enterprises guarantees the provision of reasonable accommodations for employees with specific needs, enabling them to maximise their professional potential.
- ★ Mentorship and Career Development: MAASI Enterprises fosters the professional growth of all employees through continuous mentorship programmes and long-term training opportunities. Particular emphasis is placed on ensuring equal access to training resources and career opportunities free from discrimination or unconscious bias, based solely on experience, aptitude, skills, interests, capabilities, and alignment with the company's culture and values.

MAASI Enterprises enforces a strict zero-tolerance policy for any form of discrimination, harassment, or bullying—whether physical or verbal—towards employees, collaborators, clients, or suppliers. Disciplinary actions are taken in cases of violation of the principles outlined in this Policy.

Through internal regulations and other specific procedures, **MAASI Enterprises** implements the principles and objectives described in this Policy and monitors effectiveness. Based on these results, the company periodically evaluates any corrective or improvement initiatives as necessary.

Additionally, **MAASI Enterprises** is committed to adapt its Management System by 2026 to align with and implement the principles outlined in this Policy, in compliance with the ISO 30415:2021 standard.

All MAASI Enterprises employees are expected to uphold and promote the company's Diversity and Inclusion Policy.

MAASI Enterprises' management is responsible for regularly monitoring and updating the Diversity and Inclusion Policy to ensure its ongoing relevance and effectiveness.

End

