

DIVERSITY EQUITY AND INCLUSION

EVERY INDIVIDUAL BRINGS VALUE TOGETHER WE CREATE A SENSE OF BELONGING



At ITM, we believe in a fair, inclusive and respectful working environment, where every person can realise their potential and contribute to the Group's growth.

OUR JOURNEY TOWARDS GENDER EQUALITY

ITM Italy has embarked on a concrete path towards UNI/PdR125:2022 certification, to promote gender equality and value diversity as a driver of sustainable growth.

- Equal opportunities for all
- Valuing skills and talents
- An inclusive culture
- Well-being of our people



OUR INITIATIVES FOR A MORE EQUITABLE AND INCLUSIVE WORKPLACE

STEERING COMMITTEE

A dedicated team that promotes new projects and monitors DE&I initiatives, with input from various business functions.

WORK-LIFE BALANCE

Flexibility and work organisation to support a balance between professional and personal life: remote working, part-time work, flexible hours and a solidarity-based time bank.

REPORTING CHANNELS

Secure and confidential tools such as Ideas Generator, for sharing suggestions and proposals for improvement, and Whistleblowing, for reporting situations that do not comply with the principles of respect, fairness and inclusion, in accordance with Directive (EU) 2019/1937.



Scan the QR code to access the confidential reporting channel Whistleblowing



PINK PARKING SPACES

Spaces dedicated to expectant and new mothers, providing practical support in everyday life.



PARENTAL SUPPORT

Coaching programmes to support mums and dads as they return from parental leave, promoting wellbeing, inclusion and career continuity.



WELLBEING AT WORK

Activities and services for physical and mental health, because people's wellbeing is a priority.



WOMEN'S LEADERSHIP

Programmes to develop and promote women's skills at all levels, with the aim of maximising their potential and career opportunities.



CORPORATE WELFARE

Benefits, services and information to support the wellbeing of employees and their families, also available on the company intranet and the INAZ portal.

WHAT DOES DE&I MEAN



DIVERSITY

Different ages, experiences, cultures, abilities, ideas and life journeys make us unique.



EQUITY

Ensuring everyone has the same opportunities to realise their potential.



INCLUSION

Feeling welcomed, respected and part of the team.

A COMMITMENT FROM EVERYONE

Every day-to-day action helps to create a more inclusive environment:

- using respectful language
- listening to and valuing everyone's ideas
- working together without prejudice
- promoting respect, fairness and inclusion

INCLUSION IS BUILT EVERY DAY

Your contribution
makes a difference

PERFORMING TRUST

group-itm.com