

## Policy on non discrimination and diversity

Consistent with the **Code of Basic Working Conditions**, Brembo is committed to the principle that **all persons** shall have equal access to employment, facilities, services, and programs without regard to personal characteristics not related to performance, competence, knowledge or qualifications. We acknowledge and promote **the positive value of diversity**.

Brembo prohibits discrimination and harassment against any person because of sex, race, color, religion, creed, age, ethnic origin, National origin, marital / parental status, pregnancy, disability, sexual orientation or any other personal characteristic and/or condition.

Brembo also expects that its managers, employees, agents, business partners and stakeholders when and where ever those individuals are conducting Brembo business or participating in any Brembo project, process, event or activity, shall establish and maintain an environment free of discrimination (including harassment, bullying, or retaliation) as an essential part of **the Brembo way of doing business**.

### MAIN DEFINITIONS:

- *Discrimination* occurs when one person is treated less favorably than another, based on inappropriate factors (such as, for example, the ones mentioned above). Discriminating behaviors can be both direct and indirect.
- *Harassment* is one form of discrimination. It is defined as conduct that has the purpose or effect of unreasonably interfering with an individual's participation in Brembo activities or creating an intimidating, hostile or offensive environment. Harassment occurs when submission to, or rejection of such conduct becomes a term of an individual's participation in all activities, or used as a basis for decisions affecting that individual's relationship to the Company.

### MEDIATION AND ENFORCEMENT:

The Human Resources and Organization Department shall have the primary responsibility for oversight of this policy including resolving complaints of discrimination, harassment, bullying, and retaliation.

Any employee with a good-faith belief that there may have been a violation of this Policy should report it through established channels and/or to the HRORG Group Dept. at [Working\\_Conditions@brembo.it](mailto:Working_Conditions@brembo.it). No retaliation will be taken against any employee who makes such a report or cooperates in an investigation related to any report.

