

2024

Diversity and Inclusion Policy



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INTRODUCTION

AIM and its affiliated companies' commitment to sustainability represents an opportunity to raise awareness among internal staff and all involved stakeholders.

AIM is dedicated to adopting a responsible approach in both internal activities and the procurement of products and services, taking into account environmental, social, and ethical issues.

AIM also leverages its influence to promote social responsibility at all levels, including environmental and human sustainability, throughout the entire value chain.

DOCUMENTS AND APPLICABLE DATA



AIM Group Code of Ethics:

A document that establishes the company's fundamental ethical principles and values.



Sustainability Policy and Statement of Intent:

Guidelines for environmental, social, and economic sustainability.



Risk Assessment Document (DVR):

A document that includes assessments of risks related to employee health, safety, and well-being, including aspects of diversity, equity, and inclusion. Where a specific DVR does not exist, assessments are carried out according to applicable local regulations.



National Collective Labor Agreement (CCNL):

Regulates labour relations and workers' rights, ensuring compliance with current national regulations regarding working conditions in Italy. For our international offices, local regulations and relevant collective agreements apply.

International Standards:



United Nations Universal Declaration of Human Rights



International Bill of Human Rights



ILO Convention No. 138



Definizioni

Diversity:

Includes, but is not limited to, differences in gender, ethnicity, age, sexual orientation, disability, socioeconomic background, culture, religion, and opinions.

Equity:

The provision of resources and opportunities to ensure that all employees can succeed, regardless of their differences.

Inclusion:

The creation of an environment where all individuals are respected, supported, and valued for their differences.

Human Rights:

Fundamental rights guaranteed to all individuals, as enshrined in the United Nations Universal Declaration of Human Rights.

DVR (Risk Assessment Document):

A mandatory document that assesses health and safety risks in the workplace, including risks related to diversity and inclusion.

Stakeholders:

All individuals or groups that can influence or be influenced by AIM Group's activities, including employees, customers, suppliers, partners, and local communities.

International Certifications:

Formal recognition by international bodies for compliance with specific standards.

Affiliations

IAPCO:

International Association of Professional Congress Organisers

ICCA:

International Congress and Convention Association

INCON:

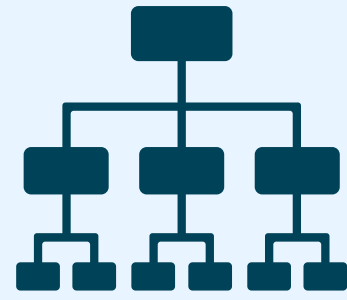
International Congress and Convention Association Partners

MPI:

Meeting Professionals International

PCMA:

Professional Convention Management Association

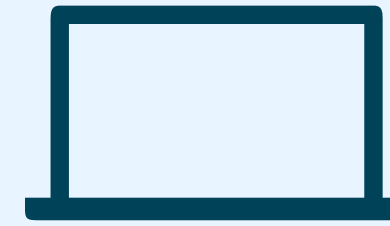


PURPOSE AND SCOPE

This Policy incorporates the principles and values of the Code of Ethics, the Sustainability Policy, and the Statement of Intent and Values.

It establishes the fundamental principles applicable to all Group companies regarding Human Rights, diversity, and inclusion.

The Policy applies to the entire Group, including all offices, affiliated, and/or controlled companies. Personnel are required to adhere to it in all interactions with colleagues, clients, suppliers, partners, and all stakeholders during their work activities.



COMMUNICATION AND ACCESSIBILITY OF THE POLICY

The Policy is communicated to all personnel through training sessions and made available to all internal and external stakeholders.

Suppliers are also required to ensure that their own suppliers and subcontractors comply with these requirements.



POLICY OWNER

The owner of the policy is the HR Manager of AIM Group International, who works closely with the Sustainability Manager and the Quality Manager. Together, these individuals coordinate and monitor D&I initiatives, regularly reporting to management.

Diversity, equity, and inclusion topics are included in the Risk Assessment Document (DVR), ensuring that all aspects of employee health, safety, and well-being are constantly monitored and improved.

PROTECTION OF HUMAN RIGHTS

We are constantly committed to promoting and fostering a culture of social responsibility both within our organization and in our relationships with stakeholders, ensuring respect for internationally recognized human rights, including those contained in the United Nations Universal Declaration of Human Rights and the International Bill of Human Rights. We are also committed to ensuring compliance with the principles established by the International Labour Organization (ILO), particularly Convention No. 138 on the minimum age for admission to employment, ratified by AIM Group, and the ILO Declaration on Fundamental Principles and Rights at Work.

We reject child labour and any form of exploitation, and we ensure hygienic and safe working conditions in accordance with international standards.

[Declaration on Fundamental Principles and Rights at Work](#)



Employment at AIM Group is based on a recognized and established working relationship in compliance with national legislation, practices, and international labour standards, depending on which offers the greatest protection. We also guarantee the right to conditions that respect the health, safety, psychological, relational, and physical well-being, and the dignity of individuals.

MATERIALITY ANALYSIS, OBJECTIVES, AND MONITORING

Topics related to human rights, including the protection of diversity, equal opportunities, and respect for workers' rights, are the subject of constant discussion and in-depth analysis within our organization.

Through the materiality analysis conducted as part of sustainability assessments, we determine the impact of our activities in these areas, ensuring that our initiatives align with sustainability and social responsibility objectives.

This approach ensures that our policies are relevant and applicable within the context of our sector and stakeholder expectations.

Specific KPIs on these topics are defined in the annual quality plan, with monitoring conducted during management reviews.

The results of initiatives and activities in the D&I (Diversity and Inclusion) field are communicated annually in the sustainability report, which is published on our website and made available to all stakeholders.



PRESPECT FOR THE INDIVIDUAL, INCLUSION, AND VALUATION OF DIVERSITY

AIM Group recognizes the strategic value of diversity among people as a distinctive and competitive factor.

To promote an inclusive, dynamic, and sustainable work environment, we commit to making these principles a cornerstone of our operational, managerial, and relational procedures and practices. We are dedicated to embracing and promoting these principles at all levels and in every area in which we operate.

PRESPECT FOR THE INDIVIDUAL, INCLUSION, AND VALUATION OF DIVERSITY

The essence of being human

Ensure equitable and sustainable growth, promoting innovation and creating value for people and stakeholders by valuing diverse representations in age, culture, ethnicity, socioeconomic background, abilities, and life experiences.

Implement diversity and inclusion policies not only within the company but also among suppliers, subcontractors, and partners, ensuring that every collaboration is based on mutual respect and the appreciation of differences.

Firmly condemn any form of discrimination and violence, actively promoting diversity in gender, culture, nationality, age, opinions, religion, sexual orientation, and cognitive, physical, and socioeconomic differences. In doing so, we create a work environment where every individual feels valued, respected, and fully integrated.

Attract diverse and innovative talents, offering career opportunities based on merit and talent, regardless of personal differences. Additionally, we are committed to training and developing young professionals, preparing them for future challenges and supporting them in their professional growth.

Foster collaboration among individuals with diverse experiences and perspectives, which not only promotes personal and professional growth but also encourages a fruitful exchange between tradition and innovation. This dialogue enriches our work environment, enabling us to develop innovative and adaptable solutions that effectively meet the needs of our clients and global community.

Actively promote continuous training as a fundamental tool for enhancing diversity and inclusion, as well as for fostering the personal and professional growth of our employees. To this end, we have developed an annual training plan that includes sessions on technical training, soft skills development, and IT security competencies. These training programs are offered both in person and through self-directed modes, ensuring maximum flexibility and accessibility for all employees.

Women's Empowerment and Gender Balance: We actively support women's empowerment and work to ensure gender balance in managerial positions by offering equal opportunities for career advancement to all employees. We are committed to creating an inclusive environment that fosters the success of women in leadership roles and ensures fair opportunities and representation for candidates of all genders. While recognizing the majority presence of women within our staff, we strive to maintain a culture of equity that respects and values gender diversity.

Pay Equity: We are committed to promoting fair compensation policies, in line with national and international guidelines, with the goal of reducing gender disparities. We value the merit and skills of all employees and aim to develop models over time that ensure greater transparency and consistency in career paths.

Reporting: A dedicated channel is available for confidential reporting of non-compliant behaviours, as outlined in our Whistleblowing Procedure.

MERIT, EQUALITY AND EQUITY

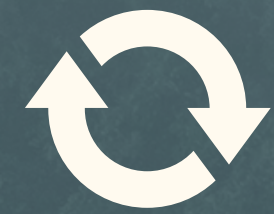
Is in the ability to connect

AIM Group places merit at the centre and offers equal opportunities for employment and professional development to all individuals. We are committed to ensuring equality and equity in all stages of the employment relationship and to supporting the professional growth of our people. We spread the values of the Policy to create an inclusive culture through the sharing of best practices.

Annual meetings are organized with all personnel to encourage discussion and use feedback as a tool for continuous improvement. During these meetings, we discuss progress and plan objectives for the following year.

Through our active participation and partnerships with industry associations such as MPI, IAPCO, ICCA, Assolombarda, and PCMA, as well as our collaboration as a partner with INCON, we actively promote the values of diversity and inclusion in the events and congress management sector. These collaborations allow us to share and adopt initiatives that support the creation of an inclusive and respectful environment for all our stakeholders.

Specific initiatives and objectives related to Human Rights and inclusion are included in the annual quality plan and monitored within the scope of the annual management review.



REVIEW AND UPDATE

Continuous alignment contacts are maintained between the involved representatives and management to ensure strategic and operational consistency in D&I initiatives.

This policy is also subject to annual review during the management review phase.

Let's___Together