GUIDELINES FOR PARTICIPATION IN AND ORGANIZATION OF EVENTS

Testori considers equal opportunities and inclusion to be core values and is committed to promoting them in every aspect of corporate life. This includes both the events we organize and those we take part in, such as conferences, public events, trade fairs, and other initiatives.

For this reason, the following guidelines are addressed to all employees involved in organizing, promoting, or participating in events, with the aim of ensuring respect for gender balance and diversity.

Event organization

When organizing events, the following is recommended:

1. Once the overall scope of the event has been defined, identify – where possible – a list of contributions that ensures a balanced representation of genders;
2. For each individual contribution, ensure – where competencies are equal – a balanced selection of speakers and participants;
3. Gender balance is considered achieved when speakers from the underrepresented gender make up approximately one-third of the total;
4. Promote and communicate to external stakeholders our commitment to gender balance, and highlight this commitment when advertising the event (e.g. when organizing panels or round tables);
5. Use gender-inclusive language when preparing event materials such as posters and brochures;
6. Create an inclusive environment that does not discourage the participation of any gender;
7. Where possible, organize events (in terms of location, schedule, etc.) in a way that supports participation and helps employees balance work and family life.

Event participation

When participating in events, the following is recommended:

1. Encourage the participation of Testori employees while ensuring a balanced representation of genders;
2. Avoid using discriminatory language or gender stereotypes when delivering presentations or speaking at events.

TESTORI S.p.A.