

# FINCANTIERI EMBRACES UNITED NATIONS' WOMEN'S EMPOWERMENT PRINCIPLES

## *Firm Commitment to gender balance in the workplace*

Fincantieri has reaffirmed its commitment to promoting gender equality at work by endorsing the seven United Nations' Women's Empowerment Principles (WEPs).

Namely, the principles entail: equitable treatment and fostering a corporate culture focused on gender equality, ensuring the health, safety, mental, and physical well-being of all employees in their activities, encouraging their personal and professional development, and supporting women in their career advancement. Furthermore, these guidelines include the monitoring and reporting of all progress made.

Previously, in 2019, Fincantieri voluntarily joined the United Nations Global Compact, an initiative that endorses ten universal principles concerning human rights, labor, environment, and anti-corruption efforts to promote long-term sustainable values.

By embracing the WEPs, Fincantieri reinforces its commitment to promoting a culture that is perceptive and proactive on issues of diversity and inclusion, thereby enriching the Group's human capital through the talents of each individual.

**Luciano Sale, Fincantieri's Executive Vice President Human Resources and Real Estate,** commented: *"This initiative is a further evidence of our dedication to gender equality and women's empowerment within the company. On our future-looking journey we have already implemented different work-life balance tools, complemented by coaching activities. Additionally, we have also carried out training programs on biases and stereotypes, on inclusive language, and parenthood, which involve all our employees"*.

\* \* \*

*Fincantieri is one of the world's largest shipbuilding groups, the only one active in all high-tech marine industry sectors. It is leader in the construction and transformation of cruise, naval and oil & gas and wind offshore vessels, as well as in the production of systems and component equipment, after-sales services and marine interiors solutions. Thanks to the expertise developed in the management of complex projects, the Group boasts first-class references in infrastructures, and is a reference player in digital technologies and cybersecurity, electronics and advanced systems.*

*With over 230 years of history and more than 7,000 ships built, Fincantieri maintains its know-how, expertise and management centres in Italy, here employing 10,000 workers and creating around 90,000 jobs, which double worldwide thanks to a production network of 18 shipyards operating in four continents and with almost 21,000 employees.*

[www.fincantieri.com](http://www.fincantieri.com)

### FINCANTIERI

#### Press Office

Tel. +39 040 3192473

[press.office@fincantieri.it](mailto:press.office@fincantieri.it)

#### Investor Relations

Tel. +39 040 3192111

[investor.relations@fincantieri.it](mailto:investor.relations@fincantieri.it)