

In Osborne Clarke we believe that our progress is commensurate with the growth of people, and we are committed to building a diverse and inclusive work environment that fosters the development of each individual's full potential.

Background

Osborne Clarke is an innovation-oriented international law firm with over 330 partners and more than 1300 lawyers, located in 26 offices worldwide, that

- recognises the values of inclusivity, gender parity and non-discrimination and integration within both corporate and social contexts
- recognises and embraces the benefits of diversity at all levels and in all its aspects, including gender, age, ethnicity, geographical origin, cultural identity, qualifications, skills, educational and professional background, seniority, as well as disability and sexual orientation
- recognises the great value of women's empowerment and is aware of the fundamental contribution made by women to the development of the social and economic community.

Scope and purpose

Through the adoption of a Diversity and Gender Parity Policy, Osborne Clarke in Italy ("**Firm**"), intends to

- ensure that the management of all phases of each person's life cycle within the Firm- selection, onboarding, access to training and career paths, including pay - is based on the principle of equal opportunities, inclusion and meritocracy;
- reduce the gender gap in all the areas considered most critical: opportunities for professional growth, equal pay, policies for managing gender differences, maternity rights.

Strategic plan

Our Executive Committee, assisted by the Gender Parity Steering Committee, has drafted a strategic plan based on the purposes outlined in the previous paragraph; the plan's aims and actions are detailed below.

Aims

- Create a fairer world of work in terms of equal career opportunities, competitiveness and flexibility.
- Support an increase in female employment.
- Ensure gender pay equity by facilitating women's participation and retention in employment, through support for care responsibilities, valuing skills, ensuring fair remuneration for jobs and occupations of equal socio-economic value and promoting economic independence (equal pay for work of equal value).

Diversity and Gender Parity Policy

- Ensure equal opportunities in the development of skills and the application of individual talents by providing equal and fair participation in training and development courses, including leadership courses. with the presence of both sexes.
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Actions

- Provide additional flexibility for employees with parental and/or caregiver commitments.
 - Implement diversity and gender parity governance and monitoring with the business.
 - Adopt appropriate practices for the dissemination of this Diversity and Gender Parity Policy within the business environment and the disclosure of information related to gender parity.
 - Support working mothers and fathers, by providing policies and benefits, in addition to the National Collective Bargaining Agreement applicable to employees, dedicated to maternity/paternity protection and services to facilitate the reconciliation of the work-life balance.
 - Encourage the transversal promotion of the principle of gender parity for each level of contractual classification, as well as the introduction of gender mainstreaming notions.
 - Encourage the promotion of language that favours dialogue and the overcoming of sexist expressions or behaviour.
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Monitoring and performance indicators

We have adopted an innovative management model to measure our progress based on six specific Key Performance Indicators (KPIs):

- culture and strategy;
 - governance;
 - HR processes;
 - gender-neutral growth opportunities in the company;
 - gender pay equity;
 - parental protection and work-life balance.
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Dissemination and communication

We prepare and share with stakeholders a communication plan relating to our commitment to gender equality issues, ensuring that communication is consistent with the principles of our Diversity and Gender Parity Policy and the objectives established and implemented through the strategic plan.

We take the utmost care to avoid gender stereotyping in its communication activities and undertakes to periodically review its marketing materials and strategies.

We are also committed to disseminating a positive image of women, using language that respects gender differences.

Reports

The Firm provides appropriate reporting and monitoring systems to identify and eliminate any possible misalignment.

Diversity and Gender Parity Policy

Responsability

This Diversity and Gender Parity Policy is reviewed annually during the review of the Firm's Corporate Management System.

The Gender Parity Steering Committee is responsible for its implementation.

Milan, 17 November 2024

Executive Committee