



# BREMBO DIVERSITY, EQUITY AND INCLUSION (DEI) CHARTER

We at Brembo are firmly convinced that **people shall have equal access to employment, facilities, services and programs only according to their knowledge, qualifications, competences, performance and motivation and not with regards to other personal conditions and/or characteristics.**

Here are some examples of virtuous behaviours that we can adopt in our daily work life:



## MINDSET

We acknowledge people we don't know in the hallways with a culturally appropriate greeting. A small friendly gesture goes a long way toward breaking down hierarchies, siloes, and cultural biases, and it opens the door to further and more constructive dialogue.



## INCLUSION

By handling businesses globally, we look out for aspects that could limit inclusion and participation (i.e. bank holidays, language).



## GENDER

We promote gender neutral approaches to avoid any kind of discrimination by using gender-fair and inclusive language to reduce stereotyping and contribute to achieving gender equality.



## GENERATIONS

We facilitate the sharing of perspectives between people of different generations who might learn something valuable from each other, thus growing together.



## GLOBAL

During meetings, we make sure that diversity is perceived and handled as an opportunity by removing any kind of discriminatory behaviour.



## WORKING ENVIRONMENT

We make sure everyone in the team feels comfortable to have open discussions and help everyone's voice be heard.