

Alstom in Italy joins "Parks - Free and Equal" to promote diversity and inclusion in the workplace

- **"Parks – Free and Equal" is a non-profit organisation and the first network of companies in Italy promoting diversity and inclusion in the workplace**
- **Alstom embraces a diverse and inclusive work environment by promoting LGBT+ awareness and projects**

4 April 2023 – Alstom, global leader in smart and sustainable mobility, has joined "Parks – Free and Equal," a non-profit organisation and the first network of companies in Italy that promotes inclusive policies, equal rights and diversity in the workplace. Amidst this partnership, Alstom confirms its commitment to create and encourage a more inclusive work environment. The company will have access to Parks' extensive membership network and will be able to develop synergies, organise training, awareness, and advocacy events in order to promote LGBT+ inclusion in the workplace.

Inclusion is one of Alstom's core values, that together with agility and responsibility represents the Group's DNA. The company, which recently obtained the title of Top Employer Italy for the fourth time and the title of Global Top Employer for the first time, is in fact committed to implementing an organisational culture oriented towards respect, encouragement and equity for everyone, through projects dedicated to employees and the community. Additionally, through the activation of partnerships with associations, organisations and institutions, Alstom aims to foster an inclusive work environment. The company also has a solid governance structure dedicated to Diversity & Inclusion, in which all discrimination is pursued as per the Alstom Code of Ethics and specific policies in favour of inclusion.

"Alstom is committed to the implementation of an inclusive corporate culture, and a membership in Parks allows us to share values and experiences with a network of companies that see diversity not only as an important value, but also as a competitive advantage," said **Marco De Rosa, HR Italy Director of Alstom**. "Inclusion means respecting and valuing what makes us unique. It is part of our DNA to strive to create a work environment where everyone can feel respected, safe and express their potential to the fullest. Together with Parks, we are certain to create an environment that welcomes all of Alstom's present and future community in Italy."

Alstom over the years has outlined a structured programme of specific projects in Diversity & Inclusion that focuses on the well-being of employees by promoting cultural change and empowerment initiatives. It works on important issues including gender equality, social inclusion for people with disabilities, and parenting. In recent years, Alstom has also entered numerous partnerships with various associations and entities to actively support the path toward an inclusive culture. For example, with Valore D, an association of companies that promotes inclusion policies, it offers training and corporate mentoring programmes, while with STEM by Women, an association of companies, organisations, and individuals, it promotes women's studies and careers in the STEM area.

In addition, there are numerous collaborations and programmes activated by the company that deal with inclusion, such as the working table, "Abilitiamo la disabilità" aimed at the exchange and planning

of practices dedicated to people with disabilities, the Lifeed programme designed to accompany employees on the path of parenthood by breaking down some of the typical stereotypes that accompany this important transition within organisations. There is no shortage of constant training and leadership initiatives for building a generative work environment that respects all people in the company.

Alstom in Italy has been producing trains for 160 years, as well as signalling and electrification equipment for 90 years. Today, with 9 sites spread across the country and more than 3,600 employees, Alstom is a solid local entrepreneur, recognised as one of the leading companies in the Italian market.

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Leading societies to a low carbon future, Alstom develops and markets mobility solutions that provide sustainable foundations for the future of transportation. From high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility, Alstom offers its diverse customers the broadest portfolio in the industry. 150,000 vehicles in commercial service worldwide attest to the company's proven expertise in project management, innovation, design and technology. In 2022, the company was included in the Dow Jones Sustainability Indices, World and Europe, for the 12th consecutive time. Headquartered in France and present in 70 countries, Alstom employs more than 74,000 people. The Group posted revenues of €15.5 billion for the fiscal year ending on 31 March 2022. Log onto <https://www.alstom.com/> for more information.

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