



GLOBAL DIVERSITY RECRUITMENT POLICY



1. Principles
2. Purposes
3. Responsibilites
4. Hiring Need
5. Job Description and Skill Specification
6. Advertisement and Sourcing
7. Screening and Long list
8. Short List Interviews and Selection
9. Appointing New Employees
10. Monitoring and Compliance



PRINCIPLES

Through its program for diversity and inclusion Side by Side, Prysmian Group is committed to the development of an organization that prioritizes talent, abilities, diverse experiences and different cultural backgrounds, where people feel respected, appreciated and free to fully express their human potential.

Prysmian Group strongly believes that diversity drives meritocracy and brings significant value at all levels of the organization, increases the possibility of capturing market opportunities and maximizing value for our customers and shareholders.

Workplace diversity promotes mutual respect among employees, builds a strong culture and reputation internally and externally in the market and more broadly, increases creativity and productivity, and promotes compliance with local legal requirements.

Accordingly, these guidelines must be applied to all the recruiting activities of professional employees (grade from 13 to 19 and Executives with grade 20 and above) and, to the maximum extent possible, when recruiting shop floor employees. In all cases, all Group Companies must comply with all applicable law relating to diversity.



PRINCIPLES

The specific principles of this policy are the following:

- **Prysmian Group aims to attract and recruit individuals with diverse backgrounds, skills and abilities, who will enhance the quality of service and contribute to Prysmian Group's success. We embrace diversity in all forms: ethnic, gender, language, age, sexual orientation, marital status, nationality, religion, socio-economic status, physical and mental ability, experience, education and professional background;**
- **Prysmian Group endeavors to extend equal opportunities and equal dignity to all types of diverse individuals;**
- **We see diversity and inclusion as a competitive advantage and a key success factor for Prysmian Group's future sustainable long-term growth;**
- **At the same time, we reinforce the importance of meritocracy: experiences, capabilities and competencies will drive the choice of the best candidates (applicable for hiring, promotion or during M&A processes). We must endeavor to remove any risk of arbitrary selection and base our decisions on previously agreed principles of equality, with evaluations based on the type of position and with a focus on best practices and legal liabilities. Individuals should succeed or fail based on their efforts and skills and their alignment with applicable job requirements; and**
- **Prysmian Group is committed to providing all current employees with opportunities for development and career growth. Prysmian Group will advertise position vacancies both internally and externally and fill positions based on established procedures that promote diversity and inclusion.**

PURPOSES

The principal objective of Prysmian Group's Diversity Recruitment Policy is to strengthen the recruitment process through the adoption of a standardized methodology that will promote the highest standards for our hiring activity. Our Diversity Recruitment Policy will also enable us to select the best talent on the market, by promoting the diversity and inclusion at all level of our organization.

The specific purposes of this policy are the following:

- **To reinforce the recruiting process by providing a standardized methodology, that will ensure equal opportunities in every step of selection. Our SHL Online Assessment package that is available for the Group incorporates these principles and must be used in all the hiring processes, whether they are conducted directly or through third-party recruiting partners.**

We must always hire the best candidate for the job and strive to meet our diversity goals.

- **To establish specific guidelines for recruitment. Each recruiting action can create a more diverse organization. For this reason, this policy supports our gender balance goal of women filling at least 40% our professional employees (grade from 13 to 19 and Executives with grade 20 and above) recruited over the next three years.**
- **To ensure that our marketing and advertising materials, job postings, website and annual report adhere to our Diversity & Inclusion Policy principles and relevant employment legislation;**
- **To improve internal and external branding to attract and retain talent, diversify our employee population and expand our talent pool.**



RESPONSIBILITIES

The stakeholders are Line Managers, Hiring Managers, HR Corporate and HR Regional/Local: they are responsible for ensuring that diversity and inclusion are respected during the recruiting process.

These individuals are also responsible for guaranteeing that external providers, such as Head Hunting firms and Recruitment Agencies, are aligned and follow our Diversity Recruitment Policy.



HIRING NEED

For every hiring need, the organization must proceed as follows.

- **When an established position becomes vacant or a new position is created, the Line Manager/Hiring Manager must complete the specific hiring form.**
- **Group HR and Organization have final approval of Hiring Needs.**
- **The HR principal defines the recruiting strategy and recruiting channels, including engaging local providers.**
- **The HR principal completes the applicable job description and activates and shares the description with external providers.**
- **The HR principal posts the position on our website on the career page and on the Prysmian Group Global LinkedIn page.**

Line Managers, Hiring Managers, HR Corporate and HR Regional/Local should carefully consider internal candidates before commencing a process to hire an external candidate and should commence an external search only if no current employee is eligible and available for the position.



JOB DESCRIPTION AND SKILL SPECIFICATION

The job description is a key document in the recruitment process and must be finalized and agreed among stakeholders prior to taking any further steps. Within the job description format, there are the following key components:

- **Role section, covering the principal Reporting and Responsibilities, Hierarchical structure, Location, Function/Business Unit;**
- **Profile section, outlining the mandatory and desirable criteria (including education background, qualifications, professional certifications, experience, knowledge, skills and level of expertise required to perform the job). Hiring Managers should endeavor to avoid any specific unconscious bias, ensuring diversity. HR plays a key role in helping management and staff understand the importance of diversity and inclusion.**



ADVERTISING AND SOURCING

Prysmian Group uses different sources and channels to generate interest in company positions, including Prysmian Group's career portal and global LinkedIn page advertisements, Head Hunters, agencies, newspapers, specialist journals, and online job boards.

All sources address diverse candidates. In particular:

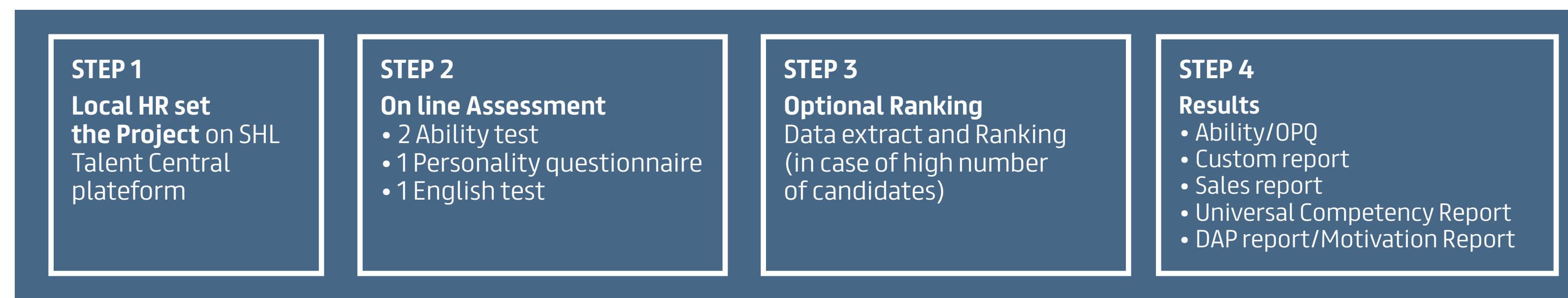
- **Head Hunter, Agency Agreements.** It is mandatory to include a Diversity statement. All our suppliers must acknowledge and respect our Diversity Recruitment Policy before starting a candidate search.
- **Job posting.** Use inclusive language and highlight diversity in the company's talent brand images, descriptions of company culture, employee resource groups, and employee testimonials. Utilize generic descriptions, avoiding any exclusionary language.

All job descriptions are published on prysmiangroup.com and Prysmian group LinkedIn page for at least ten days before assigning a search to external agencies or Head Hunter firms.

ADVERTISING AND SOURCING

Internal and external recruiters must be trained on the value of a diverse workforce. As recruiters, they are often the first point of contact for our candidates. They should be champions of diversity and inclusion and ambassadors of Side by Side's principles and objectives. They should familiarize themselves with this Global Diversity Recruitment Policy so that they can speak fluently with our candidates about it.

In order to promote the purposes and principles of our Global Diversity Recruitment Policy, the recruitment workflow is structured as follows:



SCREENING AND LONG LIST

The initial list of applicants (through Prysmian Group or an External Agency) **should be well balanced in terms of diversity.**

Submitted curricula should not contain pictures, age, marital status, place of birth, or anything that could feed an unconscious bias.

The first list of candidates should reflect an appropriate balance of diverse candidates, including male and female candidates, in furtherance of the goal of women constituting at least 40% of our newly recruited professional employees (grade from 13 to 19 and Executives with grade 20 and above) over the next three years.

All candidates included in the long list must complete an SHL online assessment, which includes an English test, an Ability Test and a Personality Questionnaire. Questions included in the Personality Questionnaire are designed to screen candidates according to the specific behaviors Prysmian Group wants to develop in its organization. The SHL online assessment is an internationally recognized scientific methodology that supports objective evaluations of a candidate's leadership style.



SHORT LIST INTERVIEWS AND SELECTION

The results of the SHL online assessment will provide Hiring Managers with a short list of candidates eligible for the interview phase of our recruiting process. **HR and/or the Head Hunters should present a balanced list of candidates to the Line Managers for the interview phase.**

For the interviews, the panel should be composed of at least 4 interviewers and it shall include managers from diverse cultural backgrounds and gender.

Recruiters and interviewers must feel empowered to present diverse candidate slates. Everyone should be provided with the **Behavioral Interview Tool**, which assesses how candidates will behave in the future based on prior experiences. By using a behavioral interview technique, managers will minimize the risk of self-replication and will have an objective measure against which to compare other candidates. The Behavioral Interview Tool is consistent with Prysmian Group's official Leadership Model and will be available within Q2 2019.



APPOINTING NEW EMPLOYEES

HR will normally extend a job offer directly or via the recruitment agency. Upon acceptance of the offer, HR will liaise with candidates and confirm the appointment once the formalities have been completed (i.e. satisfactory references from last two employers, work health assessment, confirmation of educational and/or qualification, and confirmation of local working rights). These requirements should be completed before the new employee joins the company. HR must approve any exceptions in advance of formal appointment.

At the end of the process, HR is responsible to provide a proper and respectful feedback to unsuccessful candidates. Each candidate's experience is important. HR must thank him/her for his/her interest in Prysmian Group and invite him/her to apply again for future job openings.



MONITORING AND COMPLIANCE

Given the above principles and the importance Prysmian Group devotes to diversity and inclusion, our Internal Audit and Compliance Team will monitor its implementation, with particular attention on the gender balance target. For any open position, the HR Department must identify why the company selected a particular candidate. The HR Department may allow a limited exception to the procedures set forth in this policy only in specific circumstances where the HR Department determines that an exception is warranted in order to meet a business need.

Twice per year, at Group, Region, Country and BU level, the company will publish a specific report regarding the status of the recruiting activity.

The HR Department will provide to the Remuneration, Nominations & Sustainability Committee regularly reports regarding the progress of the Side by Side Program.