

SIT wins the Marisa Bellisario Award as “Work-Life Balance Friendly Company”

The award, created in collaboration with Confindustria and which will be presented on Friday 14 June to CEO Federico de' Stefani, recognizes the Italian multinational's commitment to gender equality and Diversity & Inclusion with the implementation of concrete and innovative policies



Padua/Rome, 12 June 2024 - **SIT**, a multinational listed on the Euronext Milan segment of the Italian Stock Exchange that creates intelligent solutions for climate control and consumption measurement, has received the prestigious **award "Work-Life Balance Friendly Company"** established by the **Marisa Bellisario Foundation** in collaboration with **Confindustria**, now in its eighth edition. The award - the iconic Golden Apple - **will be delivered to the President and CEO of SIT, Federico de' Stefani**, during the awards ceremony of the 36th edition of the Marisa Bellisario Prize which will be held on **Friday 14 June 2024** at the Colosseum Park in Rome.

The award is aimed at large companies that have distinguished themselves in the field of gender equality and in enhancing the role of women in the company and the economy, implementing concrete and innovative policies. The Award Commission, chaired by Gianni Letta and with the participation, together with the President of the Bellisario Foundation Lella Golfo, of representatives of Confindustria and the worlds of economy, institutions, and information, examined the numerous applications received and proclaimed SIT the winner.

*"We are extremely proud to receive this significant award from the Marisa Bellisario Foundation and Confindustria", declared **Federico de' Stefani**, a **second-generation entrepreneur at the helm of the SIT group**. "In SIT, innovation and gender equality go hand in hand: 57% of our collaborators are women, and we have many measures to support employee well-being, work-life balance, and support for talent and the communities where we are present. Putting our colleagues in a position to express their potential is a strategic goal, an essential element at the basis of a unique and non-replicable corporate culture".*

SIT's commitment to gender equality and the valorisation of female talent was further strengthened by obtaining the certification on gender equality in 2023, confirmed again in 2024. The company stands out as a leader in ESG practices, integrating environmental, social, and governance sustainability principles into all its activities and adopting the "Made to Matter" mantra, at the heart of the group's Sustainability Plan, in all business areas. In 2024 the company obtained Gold certification from EcoVadis, the most important international corporate social responsibility evaluation company.

"The valorisations of talent and the balance between professional and private life for the creation of a work environment attentive to the well-being of employees are important pillars of our Sustainability Plan, through which SIT intends to contribute to the development of a new social and industrial conscience. In SIT innovation also means creating a new way of working, more flexible and balanced, which allows the full development of the potential of the people who work with us" added **Chiara de' Stefani, Corporate Sustainability Director of SIT.**

The culture of work-life balance, diversity, inclusion, and wellbeing in SIT: an integral part of the "Made to Matter" Sustainability Plan

- **Female presence:** As of 31 December 2023, **56.7%** of the people in the group are women;
- **Parenting support**, further strengthened in 2023 with the Parental Policy dedicated to natural and adoptive parents;
- **Activity-based smart working:** collaborators can take advantage of a very high structural flexibility regime through smart working that varies between 9 and 12 days a month.
- In 2022 launch of the "**SIT People Program Be**", wellness programs "in action", wellness "in flow" and wellness "in time" for the promotion of different forms of flexibility and well-being;
- From 2020, activation of a free bilingual **psychological help desk** for the psycho-emotional support of collaborators during working hours;
- **Gender Equality Certification** Uni/PDR 125:2022: obtained in 2023 and confirmed in 2024;
- Continuous training for all collaborators also through the activation of the "**Skill Up**" **Digital Academy** for the widespread development of skills;
- **Solid policy framework** (Human Rights, Code of Conduct, Diversity & Inclusion Policy) guaranteed by the constant supervision of the Ethics and Equal Opportunities Committee;
- **Gender-pay gap:** a structured and objective analysis of salary positioning and evaluation of forms of equity to guarantee non-discrimination;
- **Commitment and continuous search for STEM figures** also through initiatives to raise awareness of work in the company as a dignified space for all professionals and to combat the gender gap in STEM disciplines;
- Establishment of the **SIT Foundation from 2023** for the communication and promotion of the values of sport to children, teenagers, and adults and the sharing of experiences for overcoming and combating gender stereotypes, with the organization of summer and after-school camps.
- **New Headquarters** as a modern technological campus designed to welcome the Future in spaces and furnishings designed with respect for people and the local community, as well as the environment.

SIT, through the Heating&Ventilation, Smart Gas Metering and Water Metering Business Units, creates intelligent solutions for the control of environmental conditions and the measurement of consumption for a more sustainable world. A multinational leader in the reference markets and listed in the Euronext Milan segment, **SIT** wants to be the main sustainable partner of energy and climate control solutions at the service of client companies, paying great attention to the experimentation and use of alternative gases with low environmental impact. The group is present with production sites in Italy, Mexico, Romania, China, Tunisia and Portugal, as well as having a commercial structure that covers all the relevant global markets. **SIT** adheres to the United Nations Global Compact and the principles connected to it that promote a responsible way of doing business. **SIT** is also a member of the European Heating Industry and the European Clean Hydrogen Alliance, as well as of the Valore Acqua per l'Italia Community. In 2024 it obtained the Gold rating from EcoVadis - www.sitcorporate.it

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