

## **The Intesa Sanpaolo Group's commitment in favour of non-discrimination and equal opportunities policies has been strengthened**

**On July 24 the “Protocollo Quadro sull'inclusione e le pari opportunità” (Framework protocol on inclusion and equal opportunities) was signed with the Trade Unions.**

The agreement confirms the commitment, stated in the Code of Ethics, to:

- prevent and eliminate all forms of discrimination regarding gender, age, ethnic origin, religion, political and union persuasions, sexual orientation, language or disability,
- respect diversity and guarantee equal opportunities in the workplace and in relationships within the company,
- look for concrete initiatives aimed at promoting and supporting equal opportunities, promoting work life balance and services to help families.

The commitment towards inclusion and equal opportunities has already led to several interventions in the field of health assistance, supplementary pensions, recreational activity and services for individuals, as well as for colleagues in difficulty, to increase the quality of their life and that of their families.

At the same time the first agreement was signed, which:

- acknowledges special paid leave for both civil and religious weddings, celebrated in Italy or abroad, even if not yet recognized by the Italian law,
- provides for the common-law cohabitee the same treatment as a spouse in case of family members with disabilities.

July 24, 2014