

GENDER EQUALITY PLAN

Autostrade per l'Italia Group

2026 - 2028



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Analysis of the Italian Context

The situation in Italy in terms of gender equality shows steady progress, although significant gaps still remain before full equality is achieved. Globally, the World Economic Forum's Global Gender Gap Report 2025 estimates that 68.8% of the gender gap has been bridged, in the 148 global economies surveyed with persistent challenges, especially in terms of labour market participation and representation in decision-making roles.

At national level, the 2025 Gender Report drawn up by INPS confirms the above trends, indicating significant disparities in employment rates, career opportunities and the representation of women in senior positions, as well as persistent labour market segmentation and an uneven distribution of care responsibilities.

Against this backdrop, gender inequalities continue to produce cumulative effects throughout people's lifetimes, impacting economic participation and financial security. In this regard, the adoption of structured tools, such as the Gender Equality Plan, is a key element in promoting equal opportunities, fostering an inclusive working environment and fully harnessing human capital.



The Group's commitment

Autostrade per l'Italia recognises gender equality, the celebration of diversity and the promotion of an inclusive working environment as fundamental elements for the organisation's sustainable development and the full realisation of its human capital, in line with the principles of the United Nations 2030 Agenda and relevant best practices.

The Group is committed to promoting an organisational culture based on fairness, respect and inclusion, by adopting policies and practices designed to ensure equal opportunities at every stage of an employee's career, as well as to encourage balanced participation in decision-making processes and career development pathways.

Over the last few years, Autostrade per l'Italia has embarked on a structured process to strengthen its Diversity, Equity & Inclusion policies, introducing monitoring tools and performance measurement systems designed to identify and bridge any gaps, including through the integration of specific indicators into management and incentive processes.

In line with this approach, the Gender Equality Plan 2026–2028 sets out clear and measurable objectives, actions and performance indicators, organised across the main action areas, with the aim of consolidating and further developing the existing initiatives and promoting continuous improvement over time. Therefore, the Plan represents a strategic tool whereby the Group seeks to actively contribute to reducing gender gaps, whilst simultaneously strengthening its ability to generate sustainable value for people and all stakeholders.

Brief note on methodology

Autostrade per l'Italia has completed the first cycle of its Gender Equality Plan (GEP) 2023–2025, drawn up in accordance with the guidelines of the European Institute for Gender Equality (EIGE). This document represents the updated version for the three-year period 2026–2028 and forms part of an ongoing programme of initiatives launched by the Group to promote gender equality and innovation with a view to continuous improvement.

The GEP is a strategic tool, intended for the entire workforce, which is subject to regular monitoring and updating. The results achieved are reported annually in the Group's Gender Budget, with a view to ensuring transparency and accountability towards stakeholders.



The areas of the Gender Equality Plan

The Plan consists of 6 areas enshrining goals linked to one or more Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and to the relevant European Sustainability Reporting Standards (ESRS).

Each goal is coupled with one or more action lines to be implemented, i.e. one or more specific measures identified as strategies to achieve each stated goal.

Each measure is designed to achieve direct and indirect targets: the former relate to Autostrade alone, while the latter may also go beyond the company workforce.

For each action, specific managers have been appointed from among the organisation's senior functions and roles; they bear decision-making authority concerning the strategic direction adopted, as well as responsibility for implementing and monitoring the proposed measures.

Each action is linked to specific outputs and outcomes: the former represents the tangible results achieved through the implementation of the measures, whilst the latter identify the expected effects and changes – including in terms of impact – resulting from the policies adopted.

For each objective, timelines and Key Performance Indicators (KPIs) are also defined, to monitor the progress of the actions over time and to assess their effectiveness.

Le 6 aree del GEP di ASPI



AREA 1

Work-life balance and organisational culture

AREA 2

Gender balance in managerial positions and in the decision-making bodies

AREA 3

Gender equality in recruitment and career advancement

AREA 4

Gender mainstreaming in training and skill enhancement

AREA 5

Gender mainstreaming in business processes and activities

AREA 6

Combating gender-based violence and discrimination including sexual harassment

Overview

AREA	OBJECTIVE	ACTION
1. Work-life balance and organisational culture	Consolidating flexible working arrangements to promote a work-life balance, whilst taking into account the specific nature of each role.	Individual contract for remote working, offering flexible working hours and the right to disconnect
	Strengthening shared parenting and ensuring fathers take a fair share of parental leave	Active promotion of paternity leave (20 days, of which 10 are required by law and 10 are paid by the employer) through dedicated internal communications on shared parenting, highlighting paternity leave as a means of balancing care responsibilities
	Continuation of parental support	Confirmation of employer's supplement (3 months) to INPS allowance for optional parental leave
		"Welcome Back" programme for new mothers returning from maternity leave
		Summer Camp: access and employer contribution up to 70% for camps organised in Italy and up to 35% for camps organised abroad
2 - Gender balance in top positions and decision-making bodies	Strengthening an inclusive culture through internal engagement and awareness networks	Strengthening the ERG community and internal ambassador networks on the issues of gender equality and inclusion
	Ensuring a balanced representation of women holding leadership positions, in line with the proportion of women in the company's workforce	Reaffirming the Group's commitment to ensuring gender balance in leadership positions, by monitoring the relevant indicator and implementing initiatives designed to promote female leadership
	Strengthening the representation of women in the succession pipeline for leadership roles	Monitoring of the number of women holding leadership positions in the ASPI performance management system / Total number of ASPI resources holding leadership positions

AREA	OBJECTIVE	ACTION
3 - Gender equality in recruitment and career advancement	Attract and foster the development of female talent	Consolidation of gender-neutral corporate recruitment policies
		Rafforzamento e diffusione di iniziative aziendali per l'attrazione, formazione e inserimento di risorse in ambito tecnico, con particolare attenzione alla partecipazione femminile
		Strengthening development initiatives (e.g. mentoring, career pathways and dedicated initiatives)
	Ensuring transparency and fairness in selection processes	Aligning recruitment processes with the principles of pay transparency and gender neutrality
4 - Integrating the gender perspective into training and skills development	Promoting the development of skills and inclusive leadership, recognising women's talents and fostering an organisational culture committed to overcoming gender bias	Strengthening and rolling out training programmes on leadership, empowerment and a culture of inclusion, with a special focus on women's participation

AREA	OBJECTIVE	ACTION
Area 5 - Gender mainstreaming in business processes and activities	Ensuring transparency and accessibility of pay information	Definition and implementation of systems and tools for accessing pay information
	Monitoring and continuing to ensure equal pay for women and men	Strengthening and adapting systems for monitoring the gender pay gap
	Promoting inclusive and accessible services in service areas, meeting the needs of families, children and people with disabilities	Continuing with the construction and refurbishment of children's play areas in service areas, incorporating accessible and inclusive solutions (e.g. tactile paths), and ensuring that these are included as standard requirements in tender procedures
	Gender mainstreaming in procurement processes	Strengthen the integration of gender equality and inclusion principles in ESG criteria for private service contracts
	Providing inclusive services at service areas, meeting the needs relating to care, parenting and maternity	Promoting the creation and gradual roll-out of dedicated spaces for breastfeeding and infant care within the Service Areas
Area 6 - Combating gender-based violence and discrimination, including sexual harassment	Preventing and tackling gender-based discrimination and violence within the organisation	Strengthening and promoting the company's system for preventing and tackling harassment and discrimination, through the anti-harassment guidelines, reporting channels and dedicated support services
		Consolidating training for all onboarders and for the company workforce on the reporting procedure

Area 1 - Work-life balance and organisational culture

Work-life balance and organisational culture	Objective	Consolidating flexible working arrangements to promote a work-life balance, whilst taking into account the specific nature of each role
	Sustainable Development Goal of the United Nations	SDG 8: Decent work and economic growth 
	Action	Individual contract for remote working, offering flexible working hours and the right to disconnect
	Direct target	Staff qualified for agile working
	Indirect target	Employees' families
	Responsibility	Human Capital and Organisation Department
	Output	Consolidating and strengthening flexibility measures and ensuring the availability of structured monitoring, broken down by gender and occupational group, of the use of flexible working arrangements
	Outcome	Better work-life balance
	Timeline	Annual monitoring 2026-2028
	Key Performance Indicator (KPI)	Percentage of employees benefiting from flexible working out of the total number of eligible staff, with an annual breakdown by gender and professional cluster
	Related ESRS indicators	ESRS S1 – Working conditions – Work-life balance

Work-life balance and organisational culture

Objective	Strengthening shared parenting and ensuring fathers take a fair share of parental leave
Sustainable Development Goal of the United Nations	SDG 8: Decent work and economic growth SDG 5: Gender equality 
Action	Active promotion of paternity leave (20 days, of which 10 are required by law and 10 are paid by the employer) through dedicated internal communications on shared parenting, highlighting paternity leave as a means of balancing care responsibilities
Direct target	New fathers / fathers-to-be
Indirect target	Families
Responsibility	Human Capital & Organisation Department; Communications, Marketing & DEI Department
Output	Greater awareness of the measures available and strengthening the culture of shared parenting
Outcome	Increase in the use of leave by men
Timeline	Annual review of trends in compulsory paternity leave
Key Performance Indicator (KPI)	Gradual increase in the number of days requested relative to the target of 20 days: Ratio of the average number of days to the total potential number of days provided for by law and employer-funded leave.
Related ESRS indicators	ESRS S1 – Working condition – Work-life balance

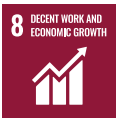
Work-life balance and organisational culture

Objective	Continuation of parental support
Sustainable Development Goal of the United Nations	SDG 8: Decent work and economic growth 
Action	Confirmation of employer's supplement (3 months) to INPS allowance for optional parental leave
Direct target	Parents
Indirect target	Families
Responsibility	Human Capital and Organisation Department
Output	Continued welfare measures to support parenthood
Outcome	Support for family transitions
Timeline	Annual review of trends in the use of optional parental leave
Key Performance Indicator (KPI)	Parental Leave Utilisation Rate: percentage of employees taking optional parental vs total eligible employees by gender
Related ESRS indicators	ESRS S1 – Working condition – Work-life balance

Work-life balance and organisational culture

Objective	Confirmation of Support for parents
Sustainable Development Goal of the United Nations	SDG 5: Gender equality 
Action	"Welcome Back" programme for new mothers returning from maternity leave
Direct target	New mothers
Indirect target	Families
Responsibility	Human Capital and Organisation Department
Output	Implementation of structured initiatives to support the reintegration of new mothers upon their return from maternity leave.
Outcome	Promoting the wellbeing and career continuity of new mothers.
Timeline	Confirmation of Support for parents
Key Performance Indicator (KPI)	% of new mothers involved: number of new mothers involved / total number of women returning from maternity leave during the year.
Related ESRS indicators	ESRS S1 – Working condition – Work-life balance

Work-life balance and organisational culture

Objective	Confirmation of Support for parents
Sustainable Development Goal of the United Nations	SDG 8: Decent work and economic growth 
Action	Summer Camp: access and employer contribution up to 70% for camps organised in Italy and up to 35% for camps organised abroad
Direct target	Parents with children aged between 8 and 17
Indirect target	Families
Responsibility	Human Capital and Organisation Department
Output	Economic incentives and increasing the number of services supporting parenting
Outcome	Parenting support
Timeline	Annual review of trends in the number of summer camp participants
Key Performance Indicator (KPI)	Number of summer camp participants
Related ESRS indicators	ESRS S1 – Working condition – Work-life balance

Work-life balance and organisational culture

Objective	Strengthening an inclusive organisational culture through internal networks designed to foster engagement and raise awareness
Sustainable Development Goal of the United Nations	SDG 5: Gender equality SDG 10: Reduce inequality  
Action	Strengthening the ERG community and internal ambassador networks on the issues of gender equality and inclusion
Direct target	Employees participating in communities / ambassadors
Indirect target	Entire company workforce
Responsibility	Diversity, Equity and Inclusion Unit
Output	Strengthening internal networks for raising awareness and active listening
Outcome	Greater promotion of inclusive behaviour and respectful language
Timeline	Annual
Key Performance Indicator (KPI)	Number of members of ERG communities; number of initiatives undertaken annually by the ERG community
Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all.

Area 2 - Gender balance in top positions and decision-making bodies

Gender balance in top positions and decision-making bodies	Objective	Ensuring a balanced representation of women holding leadership positions, in line with the proportion of women in the company's workforce.
	Sustainable Development Goal of the United Nations	SDG 5: Gender equality 
	Action	Reaffirming the Group's commitment to ensuring gender balance in leadership positions, by monitoring the relevant indicator and implementing initiatives designed to promote female leadership.
	Direct target	Management with positions of responsibility
	Indirect target	Female company workforce
	Responsibility	Human Capital and Organisation Department
	Output	Structural integration of the gender dimension into performance management mechanisms
	Outcome	Greater managerial oversight of progress on equality KPIs
	Timeline	Annual 2026-2028
	Key Performance Indicator (KPI)	% of women in leadership positions out of the total number of leadership positions.
	Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all ESRS G1 – Business conduct – Corporate culture

Equilibrio di genere nelle posizioni di vertice e negli organi decisionali

Objective	Strengthening the representation of women in the succession pipeline for leadership roles
Sustainable Development Goal of the United Nations	SDG 5: Gender equality 
Action	Monitoring of the number of women holding leadership positions in the ASPI performance management system / Total number of ASPI resources holding leadership positions
Direct target	People eligible for coordination and leadership roles
Indirect target	Company female workforce with growth potential
Responsibility	Human Capital and Organisation Department
Output	Greater structuring of processes to foster the development and visibility of female talent
Outcome	Strengthening the pipeline of women into coordination and leadership roles
Timeline	Annual monitoring 2026-2028
Key Performance Indicator (KPI)	% of women in high-value sectors of the performance management system;
Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all

Area 3 - Gender equality in recruitment and career advancement

Area 3 - Gender equality in recruitment and career advancement	Objective	Attract and foster the development of female talent
	Sustainable Development Goal of the United Nations	SDG 5: Gender equality 
	Action	Consolidation of gender-neutral corporate recruitment policies
	Direct target	New hires
	Indirect target	Company workforce
	Responsibility	Human Capital and Organisation Department
	Output	More women employed
	Outcome	Increasing the representation of women by ensuring that shortlists for selection include at least 33% female candidates, whenever possible.
	Timeline	2026-2028
	Key Performance Indicator (KPI)	Percentage of female hires / total hires
	Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all

Area 3 - Gender equality in recruitment and career advancement

Objective	Attract and foster the development of female talent
Sustainable Development Goal of the United Nations	SDG 5: Gender equality 4 SDG: Quality education  
Action	Strengthening and promoting company-led initiatives to attract, train and recruit technical staff, with a specific focus on encouraging female participation
Direct target	Junior staff and candidates for technical and operational roles
Indirect target	Technical and operational functions within the company
Responsibility	Human Capital and Organisation Department
Output	Greater involvement of staff in company initiatives, training and specialist technical development, with a focus on female staff
Outcome	Increase in the number of women in technical and operational roles and strengthening the pipeline of female talent
Timeline	Annual
Key Performance Indicator (KPI)	- % of women participating in training and development initiatives in specialist technical fields
Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all - Training and skills development

Area 3 - Gender equality in recruitment and career advancement

Objective	Attract and foster the development of female talent
Sustainable Development Goal of the United Nations	SDG 5: Gender equality 
Action	Strengthening development initiatives (e.g. mentoring, career pathways and dedicated initiatives)
Direct target	Women employed by the Group
Indirect target	Company workforce
Responsibility	Human Capital and Organisation Department
Output	- Greater participation by women in professional development and career advancement programmes
Outcome	- Reduced staff turnover among women, - Greater representation of women in managerial and leadership roles
Timeline	Annual
Key Performance Indicator (KPI)	- % of women involved in development initiatives (e.g. mentoring, dedicated programmes) - % of women promoted - Female staff turnover rate by age group
Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all - Training and skills development

Area 3 - Gender equality in recruitment and career advancement

Objective	Ensuring transparency and fairness in selection processes
Sustainable Development Goal of the United Nations	SDG 5: Gender equality 
Action	Aligning recruitment processes with the principles of pay transparency and gender neutrality
Direct target	Group candidates
Indirect target	Company workforce
Responsibility	Human Capital and Organisation Department
Output	- Inclusion of salary ranges in job adverts and recruitment communications - Organisation of training initiatives for recruiters and hiring managers on the principles of pay transparency and gender neutrality.
Outcome	Greater transparency and fairness in job access processes
Timeline	2026-2028
Key Performance Indicator (KPI)	% of recruiters and hiring managers specifically trained on the principles of pay transparency and gender neutrality
Related ESRS indicators	ESRS S1 – Gender equality and equal pay for work of equal value

Area 4 – Integrating the gender perspective into training and skills development

Area 4 – Integrating the gender perspective into training and skills development	Objective	Promoting the development of skills and inclusive leadership, recognising women's talents and fostering an organisational culture committed to overcoming gender bias
	Sustainable Development Goal of the United Nations	SDG 5: Gender equality 4 SDG: Quality education 
	Action	Strengthening and rolling out training programmes on leadership, empowerment and a culture of inclusion, with a special focus on women's participation
	Direct target	Group employees (with a focus on female staff)
	Indirect target	Company workforce
	Responsibility	Diversity, Equity and Inclusion Unit
	Output	- Strengthening training programmes on leadership and empowerment - Developing and promoting initiatives on a culture of inclusion - Increasing participation in training programmes
	Outcome	- Increased participation by women in development programmes - Greater inclusivity and awareness of gender issues
	Timeline	2026-2028
	Key Performance Indicator (KPI)	- % of women participating in training programmes - % of women involved in leadership/empowerment programmes
	Related ESRS indicators	ESRS S1 – Equal treatment and equal opportunities for all - Training and skills development

Area 5 - Gender mainstreaming in business processes and activities

Area 5 - Gender mainstreaming in business processes and activities	Objective	Ensuring transparency and accessibility of pay information
	Sustainable Development Goal of the United Nations	SDG 5: Gender equality SDG 8: Decent work and economic growth  
	Action	Definition and implementation of tools for communicating remuneration information in accordance with legal requirements
	Direct target	Group Employees
	Indirect target	Company workforce
	Responsibility	Human Capital and Organisation Department
	Output	Setting up a dedicated email address and specific forms for the collection and processing of requests for information as required by the legislation on pay transparency
	Outcome	Greater transparency and employee awareness regarding pay levels
	Timeline	2026-2028
	Key Performance Indicator (KPI)	% of requests for information on pay processed within the time limits set out in the decree
	Related ESRS indicators	ESRS S1 – Gender equality and equal pay for work of equal value

Area 5 - Gender mainstreaming in business processes and activities

Objective	Monitoring and continuing to ensure equal pay for women and men
Sustainable Development Goal of the United Nations	SDG 5: Gender equality SDG 8: Decent work and economic growth  
Action	Strengthening and adapting systems for monitoring the gender pay gap
Direct target	Group Employees
Indirect target	Company workforce
Responsibility	Human Capital and Organisation Department
Output	- Regular monitoring and publication of the gender pay gap in line with the new requirements and legal timing - Analysis of any pay discrepancies and corrective measures, with the involvement of employee representatives
Outcome	Ensuring greater fairness and transparency in remuneration systems
Timeline	Annual
Key Performance Indicator (KPI)	Gender pay gap (%)
Related ESRS indicators	ESRS S1 – Gender equality and equal pay for work of equal value

Area 5 - Gender mainstreaming in business processes and activities

Objective	Promoting inclusive and accessible services in service areas, meeting the needs of families, children and people with disabilities
Sustainable Development Goal of the United Nations	SDG 10: Reduce inequality 
Action	Continuing with the construction and refurbishment of children's play areas in service areas, incorporating accessible and inclusive solutions (e.g. tactile paths), and ensuring that these are included as standard requirements in tender procedures
Direct target	Children, including people with disabilities
Indirect target	Service area customers
Responsibility	Service Areas Directorate
Output	Retrofitting of relaxation areas and playgrounds for children
Outcome	- Improving the accessibility and inclusiveness of the services offered at service areas, with particular regard to the needs of children and families - Assessment by an independent third-party quality monitoring body
Timeline	Tenders 2026-2028
Key Performance Indicator (KPI)	Number of calls for tenders requiring a 'dedicated leisure area'
Related ESRS indicators	ESRS S4 – Consumers and end-users – Social inclusion of consumers and/or end-users

Area 5 - Gender mainstreaming in business processes and activities

Objective	Providing inclusive services at service areas, meeting the needs relating to care, parenting and maternity
Sustainable Development Goal of the United Nations	SDG 3: Health and wellbeing SDG 5: Gender equality 
Action	Promoting the creation and gradual roll-out of dedicated spaces for breastfeeding and infant care within Class 1 Service Areas.
Direct target	Pregnant and breastfeeding women, parents with newborns
Indirect target	Service area customers, families
Responsibility	Service Areas Directorate
Output	Incorporation of requirements relating to parenting services into tender procedures
Outcome	- Improving the accessibility, quality and inclusiveness of the services offered at service areas, with particular regard to the parental and maternity needs - Assessment by the third-party quality monitoring body
Timeline	Tenders 2026-2028
Key Performance Indicator (KPI)	Number of class 1 calls for tenders requiring a 'dedicated area for breastfeeding and newborn care'
Related ESRS indicators	ESRS S4 – Consumers and end-users – Social inclusion of consumers and/or end-users

Area 5 - Gender mainstreaming in business processes and activities

Objective	Gender mainstreaming in procurement processes
Sustainable Development Goal of the United Nations	SDG 5: Gender equality SDG 8: Decent work and economic growth  
Action	Strengthen the integration of gender equality and inclusion principles in ESG criteria for private service contracts
Direct target	Suppliers and economic operators involved in tender procedures
Indirect target	Communities and supply chain stakeholders
Responsibility	Purchasing Department
Output	Updating ESG criteria in tender procedures, with the explicit incorporation of the principles of equality and inclusion
Outcome	Promoting inclusive and responsible practices throughout the supply chain
Timeline	Tenders 2026-2028
Key Performance Indicator (KPI)	Number of contracts with MEAT containing the application of the principles of equality across ESG criteria
Related ESRS indicators	ESRS S2 – Workers in the value chain - Equal treatment and equal opportunities for all ESRS G1 – Business Conduct – Management of Supplier Relationships

Area 6 - Combating gender-based violence and discrimination, including sexual harassment

Area 6 - Combating gender-based violence and discrimination, including sexual harassment

Objective	Preventing and tackling gender-based discrimination and violence within the organisation
Sustainable Development Goal of the United Nations	SDG 4: Quality education SDG 5: Gender equality 16 SDG: Peace, justice and strong institutions   
Action 1	Strengthening and promoting the company's system for preventing and tackling harassment and discrimination, through the dissemination of the anti-harassment guidelines, reporting channels and dedicated support services
Direct target	Entire company workforce
Indirect target	Community in which the organisation operates
Responsibility	Internal Audit and Diversity, Equity and Inclusion Unit
Output	- Wider dissemination of information on the prevention of abuse and harassment in the workplace - Optimisation of reporting procedures, with a special focus on timely resolution
Outcome	Raising awareness of internal reporting channels.
Timeline	Annual review of the trend in the number of reports
Key Performance Indicator (KPI)	- Average time taken to deal with any reports. - Number of relevant reports, and related well-founded reports, concerning potential cases of gender-based harassment or discrimination
Related ESRS indicators	ESRS S1 – Working conditions - Equal treatment and equal opportunities for all ESRS G1 – Business conduct / Corporate culture

Area 6 - Combating gender-based violence and discrimination, including sexual harassment

Objective	Preventing and tackling gender-based discrimination and violence within the organisation
Sustainable Development Goal of the United Nations	SDG 4: Quality education SDG 5: Gender equality 16 SDG: Peace, justice and strong institutions   
Action 2	Consolidating training for all onboarders and for the company workforce on the reporting procedure
Direct target	Entire company workforce
Indirect target	Community in which the organisation operates
Responsibility	Human Capital& Organization Department and Internal Audit
Output	Monitoring the actual usage of a teaching module dedicated to the anti-harassment guidelines and reporting procedure in the training of onboarders
Outcome	Improving corporate culture
Timeline	Annual review of trends in the number of training hours delivered and the number of participants receiving training
Key Performanc Indicator (KPI)	Training hours delivered and percentage of staff out of the total workforce receiving training
Related ESRS indicators	ESRS S1 – Working conditions/ Equal treatment and equal opportunities for all ESRS S2 – Working conditions/ Equal treatment and equal opportunities for all ESRS G1 – Business conduct / Corporate culture







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