

# INCLUSION, DIVERSITY AND BELONGING POLICY

Oliver Wyman Italy

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Written by: IDB Working Group

Approved by: SEE Market Leader

# AGENDA



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# REGULATORY REFERENCES

## Internal

- Code of Ethics "The Greater Good"
- MMC Inclusion Policy
- Recruiting process
- Performance Management process
- Compensation model
- Whistleblowing Policy
- Speak Owt Policy
- Organization, Management and Control Model pursuant to Legislative Decree 231/01

## External

- Universal Declaration of Human Rights
- UN Global Compact: a set of principles including respect for human rights and the elimination of all forms of discrimination
- UN Guiding Principles on Business and Human Rights
- UN International Labour Organization: promotes social justice and internationally recognized human rights, with particular reference to those concerning work
- UN Sustainable Development Goal - including goal number 5 on gender equality
- International Labour Organization Convention No. 190/2019 on the Elimination of Violence and Harassment
- UNI PDR 125:2022

# OUR COMMITMENT

Oliver Wyman is committed to amplifying Inclusion, Diversity & Belonging (IDB) in all aspects of its business. Inclusion is a business and economic imperative that's part of our Colleague Value Proposition (CVP). Our CVP builds on our shared Purpose—We build the confidence to thrive through the power of perspective—and is foundational to our talent strategy.

As an advisory business, it's critical that we attract and retain the most talented colleagues with a range of personal and professional experiences, and that we provide fair access to opportunity for all colleagues.

To support our vibrant and inclusive culture, we focus on:

- Providing learning and development programs that are open and accessible to all
- Supporting Colleague Resource Groups
- Celebrating commemorative dates and events at global and local levels
- Designing benefits to be market-competitive and inclusive, and supporting all colleagues with resources like our Employee Assistance Program
- Nurturing talent acquisition partnerships that help us access all talent pools and hire and retain the best talent
- Creating a working environment where all people feel welcomed, valued, respected, and supported
- Establishing policies and practices that promote fairness and mitigate bias

We understand that this is an ongoing process, and we are committed to continually improving our efforts to further this mission.

Inclusion, Diversity and Belonging are core elements of our organization, from our leadership to our people. Together, we are taking steps towards a more inclusive society, where everyone's rights are protected and everyone's voice is heard.

A diverse team brings with them a wealth of experience and perspectives that drive our innovation and success.





**Marsh McLennan's action in favour of gender equality, equal opportunities and anti-discrimination** is based on a solid international normative basis.

Oliver Wyman, thanks to the Group's input and European and national regulations, is committed to meeting the legal and best practice requirements of UNI PDR125 as well as any other requirements applicable to it and is strongly motivated to be compliant.

**Gender equality** and, more broadly, **Inclusion, Diversity & Belonging (IDB)** is a cross-cutting strategic factor that Oliver Wyman has included in its Strategic Plan. The implementation of tools and policies to promote fairness and equity is part of a **set of goals and actions** to develop an inclusive culture at both Oliver Wyman and MMC.

Achieving gender equality in the company **does not mean creating "fast tracks" for women or underrepresented groups but** putting in place those actions necessary to achieve de facto equality, **removing the obstacles** that do not allow full participation and equal opportunities to all people working within the organization regardless of individual characteristics (for example: generation, ethnicity, disability, gender identity).

This policy aims to affirm and bring to the attention of the entire organization and all interested parties the **desire of the Top Management to continuously improve its performance** in relation to gender equality and Inclusion, Diversity and Belonging, also in line with the code of ethics "**The Greater Good**", which illustrates the shared and non-negotiable standards of conduct for all Group employees, and with the **Organization, Management and Control Model pursuant to Legislative Decree 231/01**.

The company has decided to adopt a **Zero Tolerance Policy** to prevent any behavior that has violent, discriminatory and inappropriate connotations in the workplace.

# GUIDING PRINCIPLES AND VALUES

Oliver Wyman does not allow any direct or indirect distinction or discrimination, based on, but not limited to

- Gender and gender identity
- Sexual orientation;
- Marital status
- Age
- Religion
- Ethnic or national origins
- Disability
- Parental status

Oliver Wyman is committed to ensuring **fairness in HR processes**, with specific reference to the following areas: access to work, training, promotion, career paths, working conditions such as remuneration, benefits, welfare and well-being services.

In addition, to ensure an inclusive work environment free of any type of abuse, in line with our corporate integrity policy, **all Employees may raise issues of interest if they believe that an offence has occurred**, in accordance with the procedures and requirements set out in the Whistleblowing and Speak OWt Policy. Oliver Wyman will investigate and ensure that no person is discriminated against or retaliated against or harmed as a result of reporting such concerns.

1



Gender representation at all levels of the organisation

2



Ongoing commitment to generational renewal and disability management

3



Inclusive, responsible and diverse workplaces

4



Engagement of all resources through role-model leaders who value equal opportunities



# KEY PILLARS FOR CONCRETE ACTIONS

Equal career opportunities

Equal Pay for Equal Work

Work-life balance conditions adapted to the different life stages

Work environment that rejects stereotypes, discrimination, all forms of physical and verbal abuse

Corporate culture based on belonging, inclusion & diversity

Decrease of bias in HR processes

## The areas

**Policy  
IDB**

**Governance**

**Projects  
of internal equity**

**Communication  
and training**

**KPI measurement**

# GOVERNANCE

## Leadership

Promote and supervise the application of IDB Policies  
Review and evaluate the actions and progress of the IDB Strategic Plan  
Address the Strategic Plan and initiatives on Inclusion, Diversity & Belonging as part of the Group's ESG Framework.

## IDB Committee

Define the IDB Strategic Plan in synergy with the process owners related to the Management System.  
It ensures the monitoring of KPIs and reports to the Top Management once a year

## HR + Process owner

They are responsible for the individual processes and KPIs related to the different areas of the IDB Management System (HR, Compliance, Safety)

## IDB COMMITTEE

### MARKET LEADER



Claudio  
Torcellan

### HR DIRECTOR



Elena  
Massironi

### HR MANAGER



Arianna  
Profeti

### HR GENERALIST



Marta  
Ciurli

### PARTNER



Klara  
Jandova