

# BVLGARI

## DIVERSITY POLICY

### Commitment To Diversity

Bulgari recognises its talented and diverse workforce as a key competitive advantage as Bulgari has grown and expanded throughout the world, its work force has become more diverse. Bulgari benefits from the innovation and creativity that result when a universe of available talent works together. We believe a well managed and diverse work force not only helps the company realize its full potential, it also expands Bulgari's skills, knowledge and cross-cultural understanding. This, in turn, enables Bulgari to understand, relate and respond to our diverse and changing customers throughout the world and to provide customers with high quality products and services.

Bulgari believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company. Our business success is a reflection of the quality and skill of our people and our overall commitment to diversity.

### Policy statement

Bulgari's policies and supporting practices are built on a strong belief that all employees should be treated with dignity and respect. In accordance with this, Bulgari does not discriminate against any employee or applicant for employment because of race, creed, color, physical or mental disability, religion, gender, sexual orientation, gender identity/expression, national origin, ancestry, veteran status or age. It is also Bulgari's policy to comply with all applicable national and local laws pertaining to non-discrimination and equal opportunity.

### Recruitment

As a global player, Bulgari is committed to all issues affecting diversity and recruits and hires employees from around the globe and ensures that all have the opportunity to succeed. Employees from different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. At Bulgari, we are committed to maintaining a work environment that values the perspectives and varied experience that are found only in a diverse workplace.

### Career development and promotion

As an employer, Bulgari is committed to creating an environment that attracts talented individuals and provides them with a platform for success. Bulgari rewards excellence and all employees are promoted on the basis of their performance. All managers are trained to ensure that employees are treated fairly and evaluated objectively.