

OTB

OTB OBTAINS GENDER EQUALITY CERTIFICATION

- *The attestation envisaged by the PNRR recovery plan was issued by independent certifying body Bureau Veritas*
- *Company crèche, remote working, training on inclusion and gender equality are some of the initiatives that led to the first two certifications in the Group, for OTB SpA and Diesel SpA.*

Breganze, 12 October 2023 – OTB and Diesel have received national Gender Equality Certification as envisaged by Italy's Recovery and Resilience Plan (PNRR). The holding, headed by Chairman and Founder Renzo Rosso, is one of the first companies in Italy to obtain the attestation issued by Bureau Veritas, an independent company that specialises in inspection, testing and certification services.

Specifically, the certifying body noted the two companies' close attention to parenting and new parents, with the introduction of crèche and nursery services, the organisation of a wide range of courses and informative events for parents, and the activation of remote working policies to support employees' work-life balance. In addition to these initiatives, which have been operating for a number of years, over the last six months 2,000 hours of training have been provided on inclusion-related issues, with a specific focus on unconscious bias, inclusive language and prevention of gender-based harassment in the workplace. The Bureau Veritas assessment also took into account the wide-ranging and detailed strategic plan drawn up by the OTB Group to guarantee continuous improvement and gradually achieve gender equality in selection and hiring, career development, pay, and support for parenting and the work-life balance. The inspection noted the focus on the presence of women in executive and top management roles in the Diesel company: 47% of heads of department are women, and women account for 62% of positions reporting to top management.

The PDR 125 certification obtained by OTB and Diesel further strengthens the OTB Group's commitment to Diversity, Equity and Inclusion, regarded as strategic levers for its corporate development and the sustainability of the organisation.

"This certification demonstrates the attention we have always paid to the people who work in our organisation and our commitment to creating a workplace where everyone can feel empowered. At Group level we have achieved gender equality in our managerial roles, with a percentage that in the Diesel Leadership Team actually stands at 62%. But our commitment also extends beyond our walls: the OTB Foundation has been supporting for many years in schools many programs to prevent violence against women, as well as an anti-violence center and empowerment projects both in Italy and around the world. Not least the Brave Women Awards project, which provides grants in leading Italian universities for deserving female students in need of financial aid, to train the future female management class both for business and the public administration," said **OTB Group Chairman and Founder Renzo Rosso**. *"True sustainability is not just to do with the environment, it's a social issue,*

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which is why we are investing in personnel training and have a strategic plan to achieve gender equality in every facet of our organisation's life."

The gender equality certification process will be gradually extended to the Group's other brands in Italy and completed over the next few months.

OTB GROUP

OTB is an international fashion group comprising the iconic, unconventional brands Diesel, Jil Sander, Maison Margiela, Marni and Viktor&Rolf. It also controls the Staff International and Brave Kid companies and holds a stake in American brand Amiri. OTB – short for "Only The Brave" – believes in the possibility of pushing beyond the frontiers of fashion and style to support the creativity of international talents and express in full the innovative spirit and uncompromising courage of its founder and chair, Renzo Rosso. With more than 6,000 employees worldwide, the Group is founded on a digital approach centred on the consumer, a concrete long-term commitment to the creation of a sustainable, technologically driven business, and close attention to social issues through the OTB Foundation.

For more information:

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