



Diversity and inclusion

AREA	VALUE	SOURCE	YEAR
Board of Directors	Women comprise 40% of Iren's Board of Directors, significantly above the national average of around 30%.	Bilanci di Sostenibilità Management	2019
Employees	Out of a total of 8102 employees, 1940 are women, corresponding to 23.9%; the reduction compared to 2018 is due to the acquisition in 2019 of a company which by type of business (waste collection) requires professions typically chosen by men. Excluding this new acquisition, the% of women within the Iren Group has seen steady growth since 2015 and is equal to 25.9% for 2019 (highest among companies in the same sector, as also indicated in the VIII TOP UTILITY Report in which we were awarded for Diversity).	Bilanci di Sostenibilità	2019
New hires	Out of a total of 745 new hires, 112 are women, corresponding to 15%. Excluding the company acquired in 2019 (in which the hirings concerned professions almost exclusively chosen by men) and therefore comparing the data with the same perimeter, the percentage of women out of the total hires is equal to 21.9% .	Bilanci di Sostenibilità	2019
Management	Out of a total of 501 managers (junior and senior management), 93 are women, corresponding to 18,6%. Excluding the company acquired in 2019 (in which the managers are exclusively men) and therefore comparing the data with the same perimeter, the percentage of female managers is equal to 23.1%, an increase compared to the previous year.	Bilanci di Sostenibilità	2019
Processes supporting diversity	Selection, recruiting, training, management, development and remuneration procedures defined within the Iren Group are strictly focused on merit and competence, with exclusively professional assessment, free from all discrimination.	Codice Etico	2019
Diversity goals	Gender Diversity is included amongst our management performance indicators, as set out in the 2019 Remuneration Report. Specifically, four gender diversity KPIs have been defined: <ul style="list-style-type: none"> - Number of women against total Group employees - Number of women in junior and senior management against total number of junior and senior management positions in the Group - Number of female hires against total Group new hires - % of women participating in training courses out of the total number of participants. 	Relazione sulla Remunerazione	2019
Flexible working	Iren supports organisational flexibility that helps people to perform their working activities in consideration of their particular family, health and personal circumstances. Specifically, flexible working initiatives have been launched regarding work entry and exit times, telecommuting, part-time hours and smart working.	Codice Etico Smart working nel Gruppo Iren	2019



Diversity and inclusion

AREA	VALUE	SOURCE	YEAR
Welfare services	Iren has a corporate welfare service available to all employees, aimed at ensuring psychological and physical well-being in the workplace and at home. Some examples of corporate welfare include the “Standing together for prevention” project, which aims to raise awareness amongst all employees regarding the prevention and cure of breast cancer, organised in collaboration with Europa Donna.	Bilanci di Sostenibilità Insieme per la Prevenzione	2019
Disabilities	At our company, 383 employees (4,7% of the total), have a disability or special needs.	Bilanci di Sostenibilità	2019
Career progression	Selection, recruiting, training, management, development and remuneration procedures are strictly focused on merit and competence, with exclusively professional assessment, free from all discrimination.	Codice etico	2019
Training	Over 85% of employees have attended at least one training course, with an average per capita of training hours of 18.2, up from the previous year.	Bilanci di Sostenibilità	2019
Employee satisfaction	An annual survey is performed on group conduct and management policies, aimed at all employees, with the purpose of analysing employee satisfaction in the following areas: <ul style="list-style-type: none"> - Management - Sense of responsibility - Coordination and control - External direction - Leadership - Innovation and learning - Skills - Motivation - Work environment Total participation was recorded at 68% (over 90% for junior and senior management, 78% for white-collar workers and 54% for blue-collar workers).		2019