

# TALAMONTI

## GEEIS CORPORATE POLICY

Talamonti Vineyard Estate has always been committed to promoting policies about quality, food safety, respect, equal opportunities, and diversity of the staff.

Following the achievement of food safety compliance and certifications, the Company has decided to consolidate its commitment to equal opportunities, diversity, and inclusion through the achievement of the international certification in Diversity (GEEIS). This label guarantees the development of a corporate culture in the integration and diversity of human resources across five different levels:

- The assumption of a formal commitment.
- The implementation of concrete actions based on gender equality and diversity.
- The evaluation of the effectiveness of the actions.
- The commitment to continuous improvement thanks to the development of good practices.
- The measurement of the impact of these practices.

Talamonti Vineyard Estate has long since defined its values; people have a central role and diversity represents an opportunity.

Talamonti:

- Distributes its product worldwide.
- Has employees in three continents.
- Has employees of different nationalities.
- Has employees of different genders.
- Has favored and still favors the balance between work and private life.

These aspects, that need to be preserved and developed, allow the company to stand out from others.

Furthermore, Talamonti is committed to the development and consolidation of practices for the promotion of diversity within the company, as well as the divulgation of the benefits of diversity.



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As part of this project, Talamonti:

- Has defined orientation, training, and communication actions to ensure equal opportunities for men and women and the integration of diversity and inclusion issues within the decision-making processes.
- Has set up plans for the distribution of the staff according to professional categories and responsibilities, in order to guarantee a balance between private life and work.
- Has launched initiatives to promote debate on equality and diversity issues.

Talamonti is committed and will continue to be committed to:

- Promoting its Policy through meetings with the staff for sharing, attract interest and train on this subject.
- Spreading its Policy through its website and through partnerships with schools and trade associations.

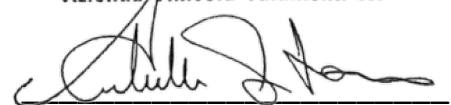
With the awarding of the GEEIS label, the company will be aware of the following benefits:

- Unite the team for a common project.
- Implement and share good practices within the company.
- Guarantee the sustainability of actions in favor of the best practices.
- Increase the attractiveness thus holding on to talents.
- Improve an intercultural dialogue within the company.
- Promote the diffusion of a European and international culture of gender equality and diversity.
- Effectively manage the issues of occupational integration and international mobility.
- Have a global brand as the most innovative and socially active companies in the field of CSR.

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