

Mixa is committed to valuing diversity as it believes that integrating different skills, sensitivities and attitudes enriches people and organizations.

Mixa's commitment is, on the one hand, to constantly improve the culture of respect and gender equality within its organization and, on the other, to extend this value to the client companies on which it is called upon to express its technical expertise and relationship style.

Mixa embraces the following principles and behaviors:

- recognizing diversity: valuing all people intrinsically, individually and as groups, appreciating how different dimensions of diversity intersect and recognizing that the demographic and other personal characteristics may be protected by law and regulation;
- govern effectively: exemplify and promote management's commitment to diversity and inclusion through the use of inclusive organizational governance systems, policies, processes, practices, and operations;
- acting responsibly: acting ethically and socially responsible, promoting productive employment and decent work for all;
- work inclusively: enable and develop an accessible and respectful workplace that fosters inclusion and a sense of belonging;
- communicating inclusively: recognizing and responding to the needs of people who access, understand and relate to communications in different ways;
- supporting and advocating for diversity and inclusion: actively influencing and promoting practices organizational practices and inclusive stakeholder relationships;
- supporting female empowerment through respect, dialogue and equity.

To concretize its commitment to equal opportunity, Mixa commits to:

- To allocate an annual budget that will be used for gender equality-themed training interventions, inclusion and integration
- Monitor on an annual basis data on the status of recruitment, the situation by gender for each of the functions, training, professional promotion, levels, changes in category, or qualification transitions.

Mixa is also committed to adopting specific procedures on the following aspects to implement strategies of improvement in the following areas:

SELECTION AND RECRUITMENT (RECRUITMENT)

- Mixa Srl is committed to implementing fair and impartial personnel selection processes for each type of function and professionalism required

CAREER MANAGEMENT

MIXA

ANY OTHER WAY

- Mixa is committed to ensuring equal opportunities for professional growth, assignment of qualifications, duties and promotions, based on individuals' professional levels and abilities.

WAGE EQUITY

- Mixa is committed to ensuring pay equity

PARENTING, CARE

- Mixa Srl believes that the enhancement of parenting must be supported by real actions, being one of the foundations of its business and corporate welfare. It is committed to parenting that can be free and unencumbered by professional activity.

WORK-LIFE BALANCE (WORK-LIFE BALANCE).

- Mixa is committed to researching and implementing organizational management principles that enable an improvement in the quality of life of the people in its organization specifically Mixa adopts a broadly flexible work organization model with the possibility for workers to define where they work according to their personal and professional needs shared with their area director.

ACTIVITIES TO PREVENT ALL FORMS OF PHYSICAL, VERBAL, AND DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

- Mixa is committed to protecting the work environment and encouraging reporting behavior that is not in line with company values, such as discrimination, verbal and/or physical harassment, and mobbing.

07/11/2023

Steering committee gender equality



Silvia Sola
Valentina De Wo

MIXA
ANY OTHER WAY