

UNITED NATIONS

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30th June 2022

Dear Mr Sburlati,

It is our great pleasure to welcome you to **Target Gender Equality in Italy**. We are happy to report that since the kick-off of the initiative two years ago, Target Gender Equality is engaging more than 1000 companies across over 50 participating countries, representing both large and small companies and a wide range of industries. We are also motivated by the encouraging initial results of the programme's past rounds indicating that the majority of companies are drafting targets and – equally importantly – planning enabling actions to drive holistic strategies.

Target Gender Equality launched at a critical point in time in 2020. COVID-19 has unveiled and exacerbated inequalities and is threatening progress that has been made towards the achievement of the Sustainable Development Goals. To date, it is estimated that it will take 268 years to close the economic gender gap, which is simply unacceptable. To build back better, the adoption of inclusive business models that embed gender equality into business strategy and operations is more important than ever.

Participating in Target Gender Equality will help your company assess its current gender equality performance based on the Women's Empowerment Principles, set and refine targets for women's representation and leadership, and identify policies and actions to drive inclusion within your organization. An important dimension of the programme is peer-to-peer learning and we encourage you to come prepared to share what has helped your company move the needle to date, as well as the challenges you face. You will also have the opportunity to learn from other stakeholders and identify opportunities to work together to tackle barriers to gender equality in Italy and globally.

A key outcome of the programme will be a set of tailored recommendations for your company to drive progress towards gender balance in business leadership. We will also provide a range of opportunities to highlight bold actions and ambitious targets set by participating companies. We hope that you will participate actively, follow the programme developments closely and help champion meaningful change within your organization and beyond.

The skills, talents, innovation and insights of women are critical to propelling business, advancing sustainable development as well as tackling the climate crisis. By doubling down on efforts to advance women's business leadership we can transform corporate governance to better deliver on the 2030 Agenda in the Decade of Action – including, but not limited to Sustainable Development Goal 5. We thank you for your leadership and look forward to working with you and your colleagues **Laura Greppi and Daniela Bucciarelli** to ensure that women's leadership is recognized and prioritized as the business imperative that it is. You can continue to count on us to support you on this joint journey.

Kind regards,

Handwritten signature of Sanda Ojiambo in black ink.

Sanda Ojiambo  
CEO and Executive Director  
United Nations Global Compact

Handwritten signature of Daniela Bernacchi in black ink.

Daniela Bernacchi  
Executive Director  
Global Compact Network Italy

Mr Luca Sburlati  
Pattern SpA