

Poste Italiane receives certification for the inclusion of people with disabilities in the workplace

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Poste Italiane has obtained UNI/PdR 159:2024 certification, recognizing the adoption of inclusive practices and behaviors for people with disabilities. The certification, issued by IMQ - the Italian Quality Mark Institute - highlights Poste Italiane's ability to create synergies to ensure the best inclusion and working conditions for employees with disabilities. The certification also confirms the company's commitment to and respect for the principles of equality in professional growth opportunities, consistent with the principles of its Code of Ethics and sustainability policies.

Poste Italiane has developed a structured management system that includes concrete measures to ensure fully accessible work environments, both physically and organizationally. It has distinguished itself for its inclusive strategy, which encompasses the entire working life cycle: from onboarding to selection, from training to development and management, from inclusive welfare to communication and accessible platforms. The goal is to break down cultural, sensorial, and physical barriers and create shared value, in an environment geared toward listening and dialogue.

To this end, Poste Italiane has launched participatory initiatives such as the Employee Resource Groups (ERGs), groups of company employees interested in inclusive issues who propose ideas and projects to be implemented. This new recognition,

obtained by Poste Italiane, makes the Group a national benchmark for disability management policies that support workplace inclusion, fostering the growth and well-being of each individual as a prerequisite for creating a fair, respectful, and participatory work environment.

The UNI/PdR 159:2024 certification adds to the list of certifications and attestations obtained in recent years by Poste Italiane for its excellence in integrating and applying the most rigorous international and national standards. The list includes: UNI ISO 30415 (Diversity & Inclusion), UNI/PdR 125 (Gender Equality), ISO 9001 (Quality), ISO 37001 (Prevention of Corruption), ISO 37301 (Compliance), ISO 37002 (Whistleblowing), ISO 45001 (Occupational Health and Safety), ISO 14001 (Environment), ISO 20000-1 (ICT Service Management), ISO 27001 (Information Security), ISO 20400

(Sustainable Procurement), UNI 11402
(Financial Education), ISO 29993 (Training),
ISO 22222 (Financial Advisors in Investment

Matters), UNI TS 11348 (Investment Advisory Service).

Source: [Poste Italiane](#)