

GENDER EQUALITY POLICY

Our Organisation's Purpose and Efforts

As established in the purpose of our management system, our organisation aims to promote gender equality, ensuring the presence and professional growth of women within the company.

From this perspective, it intends to improve gender diversity in the workplace and maintain processes that develop female empowerment in business activities.

To ensure the achievement and maintenance of this purpose, the organisation focuses on the following areas regulated by the UNI 125:2022 standard:

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities
5. Pay equity
6. Parenting

The organisation believes that developing a cultural model that promotes gender equality does not only generate the 'social value' recognised by the European institutional and economic context but is also a development factor for the organisation's own business.

Results based on women's satisfaction

For this reason, the organisation intends to ensure gender equality through facts and actions which, in addition to complying with the requirements/indicators established in each area, are real and valued by the women who work within the company.

Intending to ensure that these requirements are met at any time and in any circumstance in the working life of women within the company, the organisation has chosen to look at this "life cycle" through the following aspects:

- Recruitment and hiring
- Career management
- Pay equity
- Parenting, caregiving
- Work-life balance
- Abuse and harassment prevention

For each of the following aspects, the organisation has established more specific policies, which are set out below. The organisation has matched each policy expressing the principles that inspire the company with detailed and measurable equality objectives specified in the strategic plan.

SPECIFIC GENDER EQUALITY POLICIES

Concerning the analysis of its business processes, the organisation has understood and established the principles that need to be observed for each of the following points.

These principles comprise the criteria that inspire processes addressing:

- The existing gaps concerning the indicators set by the UNI PdR 125:2022 standard
- The needs of women working within the organisation, who are the main beneficiaries of an effective system.

POLICIES:

RECRUITMENT AND HIRING

With a view to improvement, our organisation observes the following principles of recruitment and selection:

- Recruitment processes must be gender-neutral;
- Selection criteria must take into consideration personal qualities expertise, competence, specialisation, experience;
- Candidate selection must not involve matters relating to marriage, pregnancy and family responsibilities;
- The selection must ensure an equal representation of women and men in the workforce, considering the total number of people in the company;
- The roles of executives and business unit managers reporting to top management and having budget responsibilities must ensure gender balance;
- The salary for the job, established during the hiring process, must be related to duties and responsibilities and not influenced by gender;
- The selection must ensure a balanced representation of women and men with variable remuneration contracts.

CAREER MANAGEMENT

Our organisation is aware that its financial results depend on the work done by human resources. The organisation also knows that career development is about each person's results and merit, regardless of gender. With a view to improvement, our organisation supports employee career advancement according to the following principles:

- Roles and responsibilities must ensure gender equality in leadership;
- Professional development pathways must be planned regardless of gender;
- Staff career paths are accessible to all people who can ascertain, in a transparent manner, that gender balance is maintained;
- The working environment where employees spend most of the day must ensure technological and physical options for everyone to express themselves freely, and well-being, seen as safety and comfort;
- Specific training for the development of skills and awareness is a fundamental process aimed at removing any career advancement problems and restoring gender leadership balance;
- Considering the career transitions linked to the Board of Directors, at least 1/3 of our Board of Directors must be represented by women;
- In the event of layoffs, recruitment processes must ensure that gender balance is maintained;
- Promotions always take into account gender balance;

- The organisation ensures that genders are equally represented among the panel speakers at round tables, events, conferences or other events, including scientific ones.

PAY EQUITY

Upon hiring and throughout employment, our organisation intends to ensure equal pay regardless of gender. The organisation does not consider different wages for people of different genders; In determining, paying and making adjustments to compensation, the organisation adheres to the following principles:

- Salary is established according to people's roles and responsibilities; any additional benefits and bonuses to their remuneration are exclusively based on the results achieved and recognised;
- For transparency purposes, remuneration, as well as the payment of bonuses and benefits, are documented and accessible to the entire staff;
- The criteria for remuneration, bonuses, and benefits are documented and accessible to all staff;
- Any staff member has the right to report any inequalities.

PARENTING AND CAREGIVING

Our organisation does not intend to limit parenthood, supporting maternity and paternity through activities aimed at meeting the needs of parents who must balance their careers and new family situations. The organisation supports this purpose with the following principles:

- New mothers are supported before, during and after birth;
- Paternity leaves must be encouraged so that all fathers can use them for the entire period established by law;
- Specific reorientation initiatives to support employees returning from parental leaves;
- The organisation takes an active role in helping caregivers with dedicated activities;
- Additional support is provided to mothers and fathers through dedicated services for employees' children.

WORK-LIFE BALANCE

Our organisation intends to allow its staff to manage their time effectively and balance private life and work considering the company's business objectives and the employee's mental health deriving from greater self-determination. The principles behind work-life balance are as follows:

- Work-life balance measures are intended for all staff, regardless of their gender;
- The organisation offers part-time, flex-time and work-from-home options;
- The organisation allows all external collaborators (regardless of their contract) to connect to the company network for work purposes and to join meetings.

ABUSE AND HARASSMENT PREVENTION

Our organisation has a zero-tolerance policy against all forms of abuse and harassment and takes all appropriate prevention measures. The organisation implements prevention measures through specific actions, ensuring that:

- Abuse and harassment risks are identified;
- The organisation plans prevention actions by organising dedicated training sessions;
- Any suspicions and/or facts relating to abuse and harassment are reported;
- The organisation provides effective protection for the reporting persons against any retaliation;
- The organisation analyses and understands the reasons behind any incidents of abuse and harassment;
- Respectful, gender-neutral communication is developed.