	<p align="center"><b><u>GENDER EQUALITY POLICY</u></b></p> <p align="center"><b><u>PDR-POL006.00</u></b></p>		Users: -
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## GENDER EQUALITY POLICY

### 1. PURPOSE AND COMMITMENT OF OUR ORGANIZATION

Our organization aims to promote gender equality, ensuring the presence and professional growth of women within the company. In this prospect, the intention is to improve gender diversity in the workplace and maintain processes that develop women's empowerment in business activities.

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

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


The organization believes that the development of a cultural model that promotes gender equality not only generates the 'social value' recognized by the European institutional and economic context but is also a development factor for the organization's business itself.

### 2. RESULTS BASED ON WOMEN'S SATISFACTION

For this reason, the organization intends to guarantee gender equality through facts and actions that, in addition to respecting the requirements/markers established in each area, are real by the women who work in the company. In order to ensure that these requirements are always met and in all circumstances of women's working lives within the company, the organisation has chosen to focus on the following aspects:

- Recruitment and hiring
- Career Management
- Pay equity
- Parenting, care
- Work-life balance
- Prevention of abuse and harassment

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

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### 3. SPECIFIC POLICIES

With regard to the analysis of its business processes, the organization has understood and established the principles that must be observed for each of the following points.

These principles constitute the criteria that inspire the processes by facing:

- The existing gaps in relation to the indicators provided for by the UNI PdR 125:2022 standard
- The needs of women working within the organization, who are the main beneficiaries of an effective system.

#### **RECRUITMENT AND HIRING**

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


- Recruitment processes must be gender neutral.
- The selection criteria must consider personal qualities, competence, specialization, experience.
- The selection of candidates must not concern issues related to marriage, pregnancy and family responsibilities.
- The remuneration for the position, established at the time of recruitment, must be related to tasks 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 organization understands that its financial results depend on the work done by human resources. The organization also knows that career development is about every person's achievement and value, regardless of gender.

With a view to improvement, our organization supports the career progress of employees according to the following principles:

- Professional development paths must be planned regardless of gender.
- Staff career paths are accessible to all persons who can verify, transparently, that gender balance is maintained.
- The work environment in which employees spend most of the day must guarantee technological and physical options to allow everyone to express themselves freely, and well-being, understood as safety and comfort.
- Specific training for the development of skills and awareness is a fundamental process aimed at removing any problems of career advancement and restoring gender leadership balance.

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### **PAY EQUITY**

At the time of recruitment and throughout the employment relationship, our organization aims to ensure equal pay regardless of gender. The organization does not consider different wages for people of different sexes; in deciding, paying and adjusting compensation, the organization adheres to the following principles:

- Remuneration is established based on the roles and responsibilities of the people; any benefits and bonuses additional to one's remuneration are based exclusively on the results achieved and recognized.
- Any member of staff has the right to report any inequalities.

### **PARENTING AND ASSISTANCE**

Our organization will not limit parenthood, supporting motherhood and fatherhood through practices aimed at meeting the needs of parents who must reconcile professional career and new family situations. The organization supports this purpose with the following principles:

- New mothers are supported before, during and after childbirth.
- Parental leave must be encouraged so that all fathers/mothers can benefit it for the entire period established by law.

### **WORK-LIFE BALANCE**

Our organization wants to enable its staff to manage their time effectively and to balance private life and work by considering the company's business objectives and the employee's mental health resulting from a greater self-determination.

The principles behind work-life balance are as follows:

- Work-life balance measures are intended for all staff, regardless of gender.
- The organization handles any situations that may require part-time, flexibility, and working from home.
- The organization allows all external collaborators (regardless of their contract) to join meetings.

### **PREVENTION OF ABUSE AND HARASSMENT**

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

- Risks of abuse and harassment are identified.
- The organization plans prevention actions by organizing dedicated training sessions.
- Any suspicions and/or facts relating to abuse and harassment are reported.
- The organization guarantees effective protection of whistleblowers against any retaliation.
- The organization analyses and understands the reasons behind any episodes of abuse and harassment.
- Respectful and gender-neutral communication is developed.