

GENDER EQUALITY POLICY**The purpose and efforts of our organization**

Our organization, as established in the purpose of the management system, intends to ensure gender equality regarding the presence and professional growth of women in the organization

In this sense, it wants to proceed with the enhancement of the diversity present in the roles that operate in the organization and to maintain processes capable of developing women's empowerment in business activities

The attention of the organization, in the path that ensures the achievement and maintenance of this goal, focuses its efforts on the following areas prepared by the UNI 125:2022 practice

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities
5. Fair remuneration
6. Parenting

The organization believes that the development of a cultural model that promotes gender equality, in addition to generating "social value" appreciated in the European institutional economic context, constitutes a development factor for the business that the organization conducts

Results based on stakeholder satisfaction

For this reason, the organization intends to ensure gender equality through concrete actions that, in addition to being compliant with the requirements/indicators established in the individual areas indicated, are of real and concrete appreciation by the women present in the organization, who are the real stakeholders, to the results that the management system produces

The organization, with the desire to pay attention to this satisfaction at any time and in any circumstance of the working life of women in the organization, has chosen to look at this "life cycle" through the following aspects:

- Selection and recruitment
- Career Management
- Fair pay
- 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. To each policy that expresses the principles to which the organization is inspired, the organization has associated specific and measurable equality objectives indicated in the strategic plan

SPECIFIC POLICIES FOR GENDER EQUALITY

The organization, in relation to the analysis of its business processes, has understood and established the principles to be respected with reference to each of the following points

These principles constitute the inspiring criteria of the processes aimed at addressing:

- The existing gaps with reference to the indicators established by the UNI PdR 125:2022 practice
- The needs of women in the organization, seen as the main parties interested in the concrete results of the system

POLICIES:

SELECTION AND RECRUITMENT

In the selection and hiring of personnel to be employed in business activities, our organization respects, with a view to improvement, the following principles:

- The selection of the candidate must be carried out in a gender-neutral manner
- The selection criteria must take into account requirements aimed at personal qualities such as professionalism, competence, specialization, experience
- The selection must not include issues related to marriage, pregnancy and family responsibilities
- The selection must consider that the presence of women and men in the workforce must be balanced with respect to the total number of people present
- The roles referred to executives, business unit managers, reporting to the top and with delegation to the budget, must be distributed in a balanced manner
- The job position, provided for at the time of recruitment, must provide for remuneration referred to tasks and responsibilities and not influenced by gender
- The selection must consider that the percentages of women and men whose contract provides for variable remuneration are balanced

CAREER MANAGEMENT

Our organization is aware that the economic results achieved also depend on the human resources that work there and all opportunities for the development of this career intend to refer only to the results and only to the merit of the person regardless of gender. Our organization, with a view to improvement, manages the careers of internal staff in compliance with the following principles:

- The assignment of roles and tasks must consider a gender leadership balance
- The design of career paths and their presentation must be gender-oriented
- Staff career paths are accessible to all persons who can ascertain, in particular, transparent, the maintenance of balances related to gender equality
- The working environment in which you spend most of the day must ensure the possibility (technological and physical) for all people to express themselves and well-being seen as safety and comfort
- Training for the development of skills and awareness is a fundamental process aimed at removing any career difficulties and restoring any gender leadership balances
- Considering the career transition linked to the Board of Directors, at least 1/3 of our Board of Directors must be represented by the female gender
- The phases of secondment of staff from the organization in the event of dismissal are strictly examined by checking turnover by gender

- Promotions always take into account gender balance with reference to the functional level

PAY EQUITY

Our organization, at the recruitment stage and throughout the career of our staff, aims to ensure equal pay regardless of gender. The organization does not asymmetrically consider the costs to be incurred to remunerate people of different genders. In determining, paying and modifying remuneration, the organization shall comply with the following principles:

- The remuneration of persons is recognized in relation to their role and responsibilities and, any additions by way of benefits and bonuses to such remuneration, are intended exclusively based on the results produced and recognized
- Compensation, payment of bonuses and the assignment of benefits, for transparency, are documented and accessible to the entire staff
- Compensation, rewards, and benefits criteria are documented and accessible to the entire staff
- Any member of the staff has the right to report any disparities

PARENTING, CARE

Our organization intends not to constitute any obstacle to parenthood, supporting motherhood and fatherhood through activities aimed at meeting the needs of those who, due to their status connected to parenthood, must balance their commitment between work and the new needs that have emerged. The organization supports this intention in light of the following principles:

- Maternity and fatherhood are supported by training, information and re-integration programmes
- Maternity is assisted before, during and after birth
- Paternity leave must be promoted so that all potential beneficiaries can take it for the entire period provided for by law
- Returns from leave are supported by specific re-orientation initiatives
- The organization takes an active role in supporting, with concrete initiatives, the activities of caregivers (taking care of the unborn child)
- Support for fathers and mothers is expanded through the offer of services dedicated to children, such as vouchers for sports activities

WORK-LIFE BALANCE

Our organization intends to be able to provide its staff with the opportunity to manage the time to devote to life and work through a balance of balances that takes into account both the company's business objectives and the psychophysical well-being of the worker deriving from greater freedom of self-determination. The principles underlying the work-life balance are as follows:

- Work-life balance measures are aimed at all staff regardless of gender
- The organization adopts part-time, flexible hours and smart working
- The organization allows telematic connection with all staff working from outside (regardless of the contract), for work operations and participation in meetings

PREVENTION OF ABUSE AND HARASSMENT

Our organization repudiates any form of abuse and harassment, for this purpose it exercises a zero-tolerance prevention and repression of the phenomenon. The organization implements its prevention through concrete actions whose principles include:

- That risks related to abuse and harassment are identified
- That the organization plans prevention actions in relation to this risk
- The ability to report suspicions and/or facts about abuse and harassment
- The absolute protection, by the organization of the reporting persons, from any subsequent retaliation
- That the organization analyzes and understands any incidents of abuse and harassment
- The development of kind and gender-neutral communication

The Management