

GENDER EQUALITY POLICY

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 perspective, we aim to improve gender diversity in the workplace and maintain processes that foster female empowerment in business activities.

To ensure the achievement and maintenance of this goal, the organization 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. Parenthood and Care

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

RESULTS BASED ON WOMEN'S SATISFACTION

For this reason, the organization intends to guarantee gender equality through actions that, in addition to complying with the requirements/indicators established in each area, are tangible and valued by the women working in the company. To ensure that these requirements are met at all times and in all circumstances of women's working lives within the company, the organization has chosen to focus on the following aspects:

- Recruitment and hiring
- Career management
- Pay equity
- Parenthood and caregiving
- Work-life balance
- Prevention of abuse and harassment

For each of these aspects, the organization has established specific policies outlined below. Each policy expresses the principles inspiring the company and includes detailed and measurable equality objectives specified in the strategic plan.

SPECIFIC POLICIES

Regarding the analysis of its business processes, the organization has defined and established principles that must be observed for each of the following points.

These principles constitute the criteria inspiring the processes to address:

- Existing gaps compared to the indicators defined by the UNI PdR 125:2022 standard
 - The needs of the women working within the organization, who are the primary beneficiaries of an effective system.
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RECRUITMENT AND HIRING

With an improvement-oriented perspective, our organization adheres to the following recruitment and selection principles:

- Recruitment processes must be gender-neutral.
 - Selection criteria must consider personal qualities, competence, specialization, and experience.
 - Candidate selection must not involve questions regarding marriage, pregnancy, or family responsibilities.
 - Compensation for a position, defined at the hiring stage, must relate to duties and responsibilities and not be influenced by gender.
 - The selection process must ensure a balanced representation of women and men with variable remuneration contracts.
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CAREER MANAGEMENT

Our organization recognizes that its financial results depend on the work performed by human resources. It also acknowledges that career development is based on the achievements and merits of each individual, regardless of gender.

With an improvement-oriented approach, our organization supports career advancement for employees under the following principles:

- Professional development paths must be planned irrespective of gender.
 - Career paths should be accessible to all employees, ensuring transparency in maintaining gender balance.
 - The work environment, where employees spend much of their day, must guarantee technological and physical options for everyone to freely express themselves, ensuring safety and comfort.
 - Specific training for skills and awareness development is a fundamental process to address career advancement issues and restore gender leadership balance.
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PAY EQUITY

At the time of hiring and throughout the employment relationship, our organization intends to guarantee equal pay regardless of gender. The organization does not consider different salaries for individuals of different genders; in determining, paying, and adjusting compensation, it adheres to the following principles:

- Pay is established based on roles and responsibilities. Additional benefits and rewards are solely based on results achieved and recognized.
 - The criteria for remuneration, bonuses, and benefits are documented and accessible to all staff.
 - Any employee has the right to report any inequalities.
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PARENTHOOD AND CARE

Our organization does not intend to limit parenthood, supporting maternity and paternity through targeted activities to meet the needs of parents balancing professional careers and new family situations. The organization supports this goal through the following principles:

- New mothers are supported before, during, and after childbirth.
 - Paternity leave should be encouraged so that all fathers can fully utilize the period established by law.
 - Specific reorientation initiatives support employees returning from parental leave.
 - Additional support is provided to mothers and fathers through dedicated services for employees' children (see company welfare).
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WORK-LIFE BALANCE

Our organization intends to enable its staff to manage their time effectively and balance private life and work, considering the company's business objectives and the mental health benefits derived from greater self-determination.

The principles underlying work-life balance include:

- Work-life balance measures apply to all staff, regardless of gender.
 - The organization offers part-time, flexible, and remote work options.
 - The organization allows all external collaborators (regardless of their contract type) to participate in meetings.
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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 preventive actions through specific measures, ensuring that:

- Risks of abuse and harassment are identified.
- Prevention actions are planned, including organizing dedicated training sessions.
- Any suspicions and/or incidents of abuse and harassment are reported.
- Effective protection is guaranteed for whistleblowers against retaliation.
- The organization analyzes and understands the reasons behind any episodes of abuse and harassment.
- Respectful and gender-neutral communication is developed.