

GENDER EQUALITY	UNI PDR 125:2022
DIVERSITY, EQUITY & INCLUSION (DEI) & GENDER EQUALITY POLICY	Code: M52.0-2 Rev. 0

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1 INTRODUCTION AND STRATEGIC VISION

In an ever-evolving workplace, we recognise inclusion as a core principle to be put into practice every day through tangible choices, respectful relationships and continuous learning. Our people are our organisation's most valuable asset: embracing diversity, teamwork and cohesion are key pillars that strengthen our collective expertise and enrich the solutions and perspectives we bring to our business.

In accordance with UNI/PdR 125:2022, our commitment to Diversity, Equity & Inclusion (DEI) and Gender Equality is fully embedded in our corporate strategy. We translate our values into measurable and trackable objectives and apply inclusive policies, processes and governance practices across the six areas defined by the standard: Culture and Strategy, Governance, HR Processes, Opportunities for Women's Growth and Inclusion, Pay Equity, and Parenthood and Work-Life Balance.

2 REGULATORY FRAMEWORK

This Policy has been adopted in accordance with the following international and national frameworks, which we are committed to respecting and actively promoting:

- UN 2030 Agenda – Goal 5 – Gender Equality
- United Nations Global Compact and Women's Empowerment Principles
- Universal Declaration of Human Rights
- United Nations conventions on women's rights, the elimination of all forms of racial discrimination, the rights of the child, and the rights of persons with disabilities
- ILO Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization (ILO)
- ILO Violence and Harassment Convention, June 2019
- European Gender Equality Strategy
- Italian National Gender Equality Strategy 2021–2026

The principles set out in this Policy are also aligned with the organisation's Code of Ethics, which reflects the values underpinning our business activities: fairness, honesty, loyalty, respect, equity, impartiality and non-discrimination, the development of our people, and the protection of employees.

3 GUIDING PRINCIPLES

In pursuing full gender equality and upholding DEI values, the organisation is guided by the following principles:

- Equity: ensuring equal opportunities for everyone while recognising and addressing differences in individual starting points
- Transparency: communicating objectives, processes and results openly and responsibly
- Well-being: fostering safe, healthy and respectful workplaces
- Valuing individual identities and diversity: recognising differences in gender, age, nationality, sexual orientation, disability and cultural background as a source of value
- Mutual respect and personal dignity: maintaining zero tolerance for any form of discrimination or violence
- Shared responsibility: engaging every level of the organisation in achieving DEI objectives
- Value: basing all assessments solely on skills, capabilities and results

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4 GENERAL OBJECTIVES

As part of its commitment to continuous improvement, the organisation pursues the following strategic objectives:

- Foster, at every level, a culture based on mutual respect, appreciation of diversity and equal opportunity, creating workplaces where everyone feels respected and valued
- Increase women's participation in the workforce by ensuring fair and equal conditions for women and men
- Reduce the gender pay gap
- Promote gender balance in decision-making processes and governance bodies
- Prevent and address all forms of discrimination, violence and harassment
- Extend our commitment to social sustainability beyond the organisation by actively engaging stakeholders and promoting the principles of equality and inclusion

5 AREAS OF ACTION

5.1 RECRUITMENT AND HIRING

Our recruitment process is designed to be fair and gender-neutral, free from bias and stereotypes, with candidate selection based solely on job-related requirements, skills and experience. Candidates are not asked questions about marital status, caregiving responsibilities or pregnancy. Selection procedures are structured to minimise the influence of unconscious bias.

5.2 CAREER MANAGEMENT AND PROFESSIONAL DEVELOPMENT

Particular attention is given to equal opportunities for development and promotion. Access to career paths is fair and based exclusively on individual capabilities, skills and objective performance assessment, regardless of gender. Training and professional development opportunities are equally accessible to everyone.

5.3 PAY EQUITY

Our remuneration policy is guided by the principles of objectivity, equity and transparency and is based on gender-neutral job evaluation. Pay levels are reviewed periodically to identify and reduce any gender-based disparities (gender pay gap).

5.4 PARENTHOOD AND CAREGIVING

We ensure that all employees are informed about and aware of the support measures available, fostering a culture in which parenthood is recognised, valued and supported regardless of gender. Parental leave is available to all eligible employees. The organisation is committed to supporting people before, during and after periods of absence due to maternity, paternity, illness or caregiving responsibilities, ensuring a well-managed, constructive and non-discriminatory return to work. Support is also provided to employees with caregiving responsibilities.

5.5 WORK-LIFE BALANCE

We carry out practical measures to improve work-life balance throughout the different stages of personal and professional life, including flexible working arrangements that do not disadvantage employees and are compatible with their roles and assigned objectives. Family responsibilities are recognised as a source of value, not a limitation. Employee welfare initiatives complement and support this commitment.

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5.6 PREVENTION OF ALL FORMS OF ABUSE AND HARASSMENT

The organisation promotes mutual respect and adopts a zero-tolerance approach to all forms of physical, verbal, digital, sexual or psychological harassment, as well as abuse, threats, intimidation or any behaviour that may humiliate, offend, intimidate or insult others. Training and awareness initiatives are promoted, with particular attention to the use of respectful, inclusive and neutral language.

6 TRAINING AND COMMUNICATION

Training on DEI and gender equality forms are an integral part of the annual development plan and progressively involves all employees, regardless of role or gender. Topics include:

- Eliminating gender bias and stereotypes
- Awareness of unconscious bias
- Zero tolerance for all forms of discrimination
- Developing inclusive leadership
- Principles of UNI/PdR 125:2022

The organisation is committed to sharing its DEI and Gender Equality Policy with internal and external stakeholders through information, awareness and engagement initiatives, using responsible, non-discriminatory and stereotype-free language. Marketing, advertising and public events likewise promote communication that authentically reflects diversity, ensures balanced representation on panels and supports initiatives that add value to women's empowerment.

7 SUPPLIERS, CONTRACTORS AND PARTNERS

The organisation selects coworkers, suppliers and partners on the basis of their professionalism and alignment with its values, irrespective of origin, age, gender, sexual orientation, disability or any other personal characteristic. It actively encourages them to adopt similar principles within their own organisations, extending the impact of this Policy beyond the company itself.

8 REPORTING CHANNELS

Dedicated confidential reporting channels are available so that anyone can safely report situations that are inconsistent with the principles of this Policy, without fear of retaliation. Reports are handled with the utmost confidentiality and managed in accordance with the relevant internal procedures.

9 GOVERNANCE AND MONITORING

Top Management is directly committed to implementing this Policy, providing the necessary resources and setting measurable objectives that are reviewed at least annually, with outcomes communicated transparently to the stakeholders. To this end:

- A Gender Equality Management System Manager (RSGPG) is appointed
- A Steering Committee with balanced representation across genders and functions is established, comprising representatives of Top Management, HR and operational functions
- The indicators defined by UNI/PdR 125:2022 provide the information required to assess and monitor progress towards the established objectives
- Balanced gender representation is ensured among speakers at panels, round tables and events in which the organisation participates

This Policy, together with the related policies and procedures (Strategic Plan, Training and Communication), is not a static document; it reflects commitments that continue to evolve. It is reviewed

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regularly - during internal audits, management reviews or whenever necessary - to assess whether changes are required in light of developments, changes in circumstances and monitoring results.

10 POLICY COMMUNICATION

The DEI and Gender Equality Policy is communicated to all employees and relevant stakeholders through internal communication channels and is supported by training and awareness activities, with particular attention to managers and senior leadership. The Policy is also published on the company website.

All levels of the organisation are engaged and accountable for achieving the established objectives and are expected to actively promote an inclusive culture.

Date: 24/04/2026

Management
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