

Gender Equality Policy

Purpose and Commitment of Our Organization

As defined in the scope of its management system, our organization is committed to ensuring gender equality in terms of representation and professional development opportunities for women.

To this end, we aim to enhance diversity across all roles within the organization and to maintain processes that support the empowerment of women in business activities.

The organization focuses its efforts—both in achieving and maintaining this objective—on the following areas defined by UNI PdR 125:2022:

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

We believe that developing a cultural model that promotes gender equality not only creates social value—recognized within the European economic and institutional context—but also represents a driver for business growth.

Results Based on Stakeholder Satisfaction

The organization is committed to ensuring gender equality through concrete actions that both comply with the requirements/indicators defined in the above areas and are genuinely valued by women within the organization.

With the aim of addressing satisfaction at all stages and circumstances of women's working lives, the organization considers the following lifecycle aspects:

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

For each of these areas, the organization has defined specific policies, along with measurable gender equality objectives outlined in its strategic plan.

Specific Policies for Gender Equality

The organization has defined guiding principles for each of the following areas, taking into account:

- Gaps identified in relation to UNI PdR 125:2022 indicators
- The needs of women within the organization, as key stakeholders of the system's outcomes

POLITICS:

Recruitment and Hiring

The organization ensures that recruitment and hiring processes comply with the following principles:

- Candidate selection is gender-neutral
- Selection criteria are based on personal and professional qualities such as skills, expertise, specialization, and experience
- No questions related to marital status, pregnancy, or family responsibilities are asked
- Gender balance is considered within the workforce
- Leadership roles (executives, business unit heads, budget holders) are distributed in a balanced manner
- Compensation is linked to role and responsibilities, not gender
- Gender balance is ensured in positions with variable compensation

Career Management

The organization recognizes that business results depend on its people and ensures that career development is based solely on merit and performance, regardless of gender.

Principles include:

- Balanced gender representation in leadership roles
- Equal access to development opportunities
- Transparent career paths for all employees
- A work environment that supports expression, safety, and well-being
- Training as a key tool to overcome barriers and promote leadership balance
- At least one-third of the Board of Directors composed of women
- Gender-based monitoring of turnover, particularly in termination cases
- Promotions that consider gender balance at functional level
- Equal gender representation among speakers in panels, events, and conferences

Pay Equity

The organization ensures equal pay regardless of gender, both at hiring and throughout the employee lifecycle. Principles include:

- Compensation based on role and responsibilities
- Bonuses and benefits linked exclusively to performance
- Transparent and documented compensation systems accessible to staff
- Clear criteria for pay, bonuses, and benefits
- Right for employees to report any disparities

Parenthood and Caregiving

The organization supports parenthood and caregiving responsibilities through:

- Full support before, during, and after maternity
- Promotion of paternity leave for all eligible employees
- Structured return-to-work initiatives
- Concrete support for caregiving responsibilities
- Services dedicated to employees' children

Work-Life Balance

The organization promotes a balance between professional and personal life by:

- Providing work-life balance measures to all employees, regardless of gender
- Offering part-time work, flexible hours, and remote working options
- Ensuring full digital connectivity for remote workers

Prevention of Abuse and Harassment

The organization adopts a zero-tolerance approach to abuse and harassment through:

- Identification of related risks
- Preventive actions and dedicated training
- Reporting channels for suspected or actual cases
- Full protection of whistleblowers against retaliation
- Investigation and analysis of reported cases
- Promotion of respectful, gender-neutral communication

Communication of the Gender Equality Policy

The company is committed to clear, transparent, and consistent communication to promote an inclusive culture.

Internal Communication

The policy is shared through:

- Company intranet and/or email
- Onboarding sessions
- Training and awareness initiatives
- Internal meetings and communications

External Communication

The policy is made available through:

- Company website
- Sustainability reports and public documents
- Institutional communications

Inclusive Language

The company adopts inclusive and non-discriminatory language in all communications.

Nova Milanese, 16th march 2026

Management