

GENDER EQUALITY POLICY

OUR COMMITMENT

We are committed to promoting a culture that fully embraces respect for equal opportunities, overcoming stereotypes and biases, and recognizing merit as the sole criterion for the assignment of roles and responsibilities. We value diversity in all its forms and combat all forms of discrimination based on gender or other personal and/or social characteristics of a person. Our goal is to create an environment where wage, career, training, and evaluation disparities are eliminated, laying the foundation for effective gender equality within our organization. We also believe that gender equality is a shared responsibility: every person, regardless of their role, is called to actively contribute to creating a fair and inclusive environment. Our commitment is based on a corporate culture founded on mutual trust, where respect, transparency, and collaboration are the pillars for achieving our common goals.

THE CONTEXT

In line with the Sustainable Development Goals of the United Nations' 2030 Agenda, we consider gender equality and the empowerment of women and girls to be a fundamental value. We are inspired by the principles of the EU Gender Equality Strategy 2020-2025, the national strategy for gender equality, and the Equal Opportunities Code. We are also committed to implementing a Gender Equality Management System compliant with UNI/PdR 125:2022 and to promoting an inclusive and sustainable environment in full compliance with current regulations.

THE PRINCIPLES THAT INSPIRE US

EQUAL OPPORTUNITIES We actively promote equal opportunities and manage risks related to prejudice, stereotypes, and discriminatory behaviors. We are committed to creating an inclusive work environment, where every individual is respected and valued.

VALUING DIVERSITY We recognize diversity as a fundamental resource for innovation and value generation for the company. We are committed to attracting and retaining talent by valuing gender, cultural, generational, religious, and ethnic differences, which enrich our ability to develop new ideas and solutions.

EQUAL ACCESS AND TREATMENT We promote impartial management and evaluation of performance, with the goal of eliminating the gender gap within the organization. We support career development and encourage women's candidacy for managerial roles, fostering female empowerment.

WORK-LIFE BALANCE We support the balance between work and private life through flexible work policies and other regulatory and administrative measures, ensuring staff access to legally provided benefits and corporate welfare facilities. We plan our initiatives by considering diversity, guaranteeing all staff access to training and awareness-raising programs that address the issue of gender equality.

RESPONSIBILITY We constantly work to raise awareness of potential gender issues within the organization. We are committed to identifying dysfunctions and proposing targeted solutions through a monitoring system and open dialogue. We commit to the continuous improvement of gender equality through a management system that includes clear and transparent objectives.

OUR GOALS

To implement the principles listed above, we are committed to achieving the following objectives, which will have a complete and specific operational definition within the Strategic Plan.

EQUAL OPPORTUNITIES

- Promote inclusion and combat any form of discrimination and violence through initiatives and training programs that raise awareness of unconscious biases.
- Provide secure mechanisms for reporting issues related to gender equality.
- Use inclusive language in all internal and external communications, including marketing and advertising activities, to ensure respect and recognition of all identities.
- Ensure equal treatment of employees at all stages of their employment within the company.

VALUING DIVERSITY

- Raise staff awareness of diversity-related issues, ensuring that differences in gender, age, culture, ethnicity, religion, sexual orientation, and professional background are considered a resource for innovation and growth.
- Define clear metrics to regularly monitor and evaluate the level of diversity and inclusion within the organization, using data to develop corrective or improvement actions, with particular attention to gender equality.
- Promote diverse participation, also with respect to gender equality, in corporate events, conferences, working groups, roundtable panels, and other events, including those of a scientific nature.

EQUAL ACCESS AND TREATMENT

- Ensure equal career opportunities by guaranteeing that the criteria for selection and promotion are based exclusively on skills and merit, without gender discrimination or discrimination related to other personal factors.
- Regularly monitor the company's wage structure to identify and correct any unjustified salary differences between men and women or other underrepresented groups.
- Train HR managers and evaluators to ensure that performance evaluation processes are free from gender bias and stereotypes, promoting evaluations based on objective and transparent criteria and ensuring internal mobility and succession planning for managerial positions in line with the principles of an inclusive organization that respects gender equality.
- Ensure that all employees, regardless of gender or family responsibilities, have equal access to training and professional development opportunities, promoting balanced growth within the organization. This also includes ensuring fair and equal participation in training and development programs, with the presence of both genders, including leadership courses.

WORK-LIFE BALANCE

- Implement the most appropriate actions to support the balance between private life and work, as well as corporate welfare, periodically verifying, through anonymous surveys, the satisfaction of internal staff.
- Set up specific mechanisms to ensure the same salary level, particularly in the post-parental leave phase.
- Support flexible work policies, such as telecommuting, hybrid work, and flexible hours, to help staff better balance professional and personal commitments.

RESPONSIBILITY

- Develop principles and objectives to serve as the foundation for the Strategic Plan and implement a dedicated management system to monitor the planning, execution of activities, and achievement of goals.
- Perform a periodic review of the reports and suggestions received regarding the effectiveness of the gender policies in place, in order to implement corrective and improvement actions where necessary.
- Conduct an annual review by the management for the effective implementation of the Strategic Plan.

MONITORING AND REVIEW

The achievement of goals will be regularly monitored to ensure compliance with the adopted policies and standards. A Gender Equality Steering Committee will be responsible for monitoring and reviewing the policies, making necessary changes to promote continuous improvement.