

# Global Gender Equality Policy

PDG.A2.P1.01 Rev. 0 del 03/03/2025

## Introduction:

At the behest of our Management and in coordination with the Steering Committee<sup>1</sup>, we have decided to adopt this Global Gender Equality Policy with the aim of pursuing, promoting and protecting:

- Diversity between genders;
- Equal opportunities in the workplace;
- Female empowerment.

Indeed, we firmly believe that we can and must contribute to a cultural change in our society in order to achieve Gender Equality, also through initiatives in individual organisations operating in the world and particularly in Italy. All our efforts are thus focused on maximising progress regarding women's employment and representation, through concrete actions starting from our own company. This is why we strive each day to overcome the stereotypical views of roles, working towards and hopefully attracting female talent, so as to stimulate Italy's economic and social growth.

Thus, we believe in:

- The principles of Parity and Equality affirmed and protected by our Constitution;
- The goal of full employment for women;
- Effective equality between men and women in the world of work;
- Promoting family care activities towards descendants and ascendants, as an occasion for acquiring important skills;
- The need for concrete and planned actions to promote substantive equality;
- The Gender Equality Certification as an effective lever for progress.

## Strategic Action Plan:

The concrete actions aimed at achieving the aforementioned objectives must be defined and programmed in the specific Strategic Action Plan, drafted by the Steering Committee in compliance with *the Gender Equality Management System Guidelines*<sup>2</sup> published on 16/03/2022 by the Presidency of the Council of Ministers - Department for Equal Opportunities and UNI - Italian Standardisation Body.

This Plan allows for constant attention to be paid to the issues of:

- Opportunities for growth in the company and equal pay;
- Work-life balance;
- Business process management.

<sup>1</sup> Internal collegial body governed by a special regulation and necessarily composed of the CEO (or their delegate), the Personnel Director (or other equivalent figure) and other optional members.

<sup>2</sup> The KPIs are divided into the following 6 areas: Culture and strategy, governance, HR processes, growth opportunities and the inclusion of women in the company, remuneration and gender equity, protection of parenthood and work-life balance.

## Responsibility for coordination and updating:

In order for this document to maintain the necessary coherence, effectiveness, completeness and timeliness, an appointee is also chosen as the *Head of Internal Coordination and Updating of the Global Gender Equality System* (or, "Gender Equality Officer").

## Monitoring, reviews and corrective actions:

The Steering Committee in the person of the *aforementioned Gender Equality Officer* verifies compliance with the planning, updates the Work Progress Report and conducts the necessary monitoring of the qualitative and quantitative KPIs outlined in *Point 5 of the Gender Equality Management System Guidelines*, in order to ensure organisational progress and the maintenance of the defined and current requirements.

If the Gender Equality Officer detects any delay or failure in achieving the set targets or even a regression in the corporate culture on gender equality or otherwise detects changes or events so significant that they require revision, they shall promptly take the necessary corrective action, with the consent of the Steering Committee.

If such monitoring does not result in any need to amend the general Gender Equality Policy within 12 months from the last review, the Management and Steering Committee will nevertheless undertake to ask the *Gender Equality Officer* for a diligent update.

## Integration with HR policies:

The Management ensures that the Steering Committee duly updates its personnel management policies<sup>3</sup> so that they are consistent with the objectives of this Global Gender Equality Policy, ergo to pursue, promote and protect gender diversity, equal opportunities in the workplace and women's empowerment.

## Integration with communication, marketing and advertising policies:

The Management ensures that the Steering Committee appropriately updates its policies on internal and external communication, marketing and advertising to be consistent with the objectives of this Global Gender Equality Policy, thus to pursue, promote and protect gender diversity, equal opportunities in the workplace and women's empowerment.

## Integration with corporate management training activities:

This Policy is subject to training and awareness-raising for the company's management personnel, being extensively illustrated in the internal training course which, in addition to the usual face-to-face teaching activities, also includes occasions for discussion and verification of the actual acquisition of the fundamental concepts through the administration of a test.

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<sup>3</sup> With reference to staff selection and on-boarding, contracting, remuneration and incentives, management of absenteeism (holidays, leave, illness, accident, maternity, etcetera), training, career plans and disciplinary measures.

## Resources:

The Management allocates specific economic resources to the Steering Committee for the implementation, development and updating of the activities envisaged in the Strategic Action Plan to achieve the objectives described in this document.

## Internal sharing and dissemination:

In coordination with the Steering Committee, the Management arranges for the broadest possible dissemination of this text within the organisation and, if necessary, to other interested parties (*internal and external stakeholders*), by means of the internal computer network and the company website on the page dedicated to certifications.