



GENDER EQUALITY POLICY

**The purpose and efforts of our organisation**

Our organisation, as stated in the purpose of the management system, intends to ensure gender equality concerning the presence and professional development of women in the

In this sense, it wants to proceed with the valorisation of the diversity present in the roles operating in the organisation and to maintain processes capable of developing female empowerment in business activities

The organisation's attention, in the course of ensuring the achievement and maintenance of this aim, focuses its efforts in the following areas set out in UNI 125:2022 practice

1. Culture and strategy
2. Governance
3. HR Processes
4. Opportunities
5. Remunerative equity
6. Parenting

The organisation believes that the development of a cultural model that promotes gender equality, in addition to generating 'social value' appreciated in the European institutional economic context, is a development factor for the business that the organisation conducts

**Results based on stakeholder satisfaction**

The organisation, for this reason, intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the individual areas indicated, are of real and concrete appreciation by the women present in the organisation, who are the real stakeholders, of the results that the management system produces

The organisation, with the will to pay attention to this satisfaction at any time and in any circumstance of a woman's working life in the organisation, has chosen to look at this 'life cycle' through the following aspects:

- Selection and recruitment
- Career management
- Wage equity
- Parenting,
- Work-life balance
- Abuse and harassment prevention

For each of the following aspects, the organisation has established more specific policies that are set out below. To each policy, which expresses the principles by which the organisation is guided, the organisation has associated specific and measurable equality objectives set out in the strategic plan



### **SPECIFIC GENDER EQUALITY POLICIES**

The organisation, in connection with the analysis of its business processes, has understood and established the principles to be observed with reference to each of the following points

These principles constitute the guiding criteria for the processes aimed at addressing:

- Existing gaps with reference to the indicators established by UNI PdR 125:2022 practice
- The needs of women in the organisation, seen as the main stakeholders in the concrete results of the system

#### **POLICIES:**

##### **SELECTION AND RECRUITMENT**

Our organisation in the selection and recruitment of personnel to be employed in business activities respects the following principles with a view to improvement:

- Candidate selection must be exercised in a gender-neutral manner
- The selection criteria must take into consideration requirements aimed at personal qualities such as the professionalism, expertise, specialisation, experience
- The selection must not include issues related to marriage, pregnancy and family responsibilities
- Selection must take into account that the presence of women and men in the workforce must be balanced in relation to the total number of people present
- Roles for executives, business unit managers, reporting to top management and with budget delegation must be distributed in a balanced manner
- The job position, envisaged at the time of recruitment, must provide remuneration that is related to the duties and responsibilities and not influenced by gender
- Selection must take into account that the percentages of women and men whose contracts provide for variable remuneration are balanced

##### **CAREER MANAGEMENT**

Our organisation is aware that the economic results achieved also depend on the human resources working there, and all opportunities for career development are intended to refer to the results and merit of the person alone, regardless of gender. Our organisation, with a view to improvement, manages the careers of internal personnel in accordance with the following principles:

- The allocation of roles and tasks must consider a gender balance of leadership
- The design of career paths and their presentation must be addressed regardless of gender



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- Staff career paths are accessible to all persons who can ascertain, in transparent manner, the maintenance of gender equality balances
- The working environment in which most of the day is spent must ensure the possibility (technological and physical) for all people to express themselves and well-being seen as safety and comfort
- Skills and awareness development training is a fundamental process aimed at removing any career difficulties and restoring any leadership balance in gender
- Considering the career transition linked to the BoD, at least 1/3 of our BoD must be represented by the female gender
- The steps for seconding staff from the organisation in the event of redundancy are strictly examine turnover by gender
- Promotions always take gender balance into account with reference to functional level

## WAGE EQUITY

Our organisation, at the stage of recruitment and throughout the career of staff, aims to ensure pay equity regardless of gender. The organisation does not asymmetrically consider the costs of remunerating persons of different genders. In determining, paying and changing remuneration, the organisation respects the following principles:

- People's remuneration is recognised in relation to their role and responsibilities, and any benefits and bonus additions to this remuneration are understood to be based exclusively on results produced and recognised
- Remuneration, bonus payments and the awarding of benefits, for transparency, are documented and accessible to the entire staff
- The criteria for remuneration, rewards and benefits are documented and accessible to the entire staff
- Any member of staff has the right to report any disparities

## PARENTING,

Our organisation intends not to be an obstacle to parenthood, supporting motherhood and fatherhood through activities designed to meet the needs of those who, due to their parental status, have to balance their commitment between work and new emerging needs. The organisation supports this intention in light of the following principles:

- Maternity and paternity are supported by training, information and reintegration programmes
- Motherhood is assisted before, during and after birth
- Paternity leave must be promoted so that all potential beneficiaries take it for the entire period provided for by law
- Returns from leave are supported by specific re-orientation initiatives
- The organisation takes an active role in supporting caregiver activities with concrete initiatives (caring for the unborn child)
- Support for fathers and mothers is extended through the offer of dedicated services for children, such as vouchers for sports activities



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**WORK-LIFE BALANCE**

Our organisation intends to be able to provide its personnel with the possibility of managing their time to devote to life and work through a balancing act that takes into account both the company's business objectives and the psycho-physical well-being of the worker resulting from greater freedom of self-determination. The principles underlying work-life balance are as follows:

- Work-life balance measures are aimed at all staff regardless of gender
- The organisation adopts part-time, flexible hours and smart working
- The organisation allows telematic connection with all staff working from outside (regardless of contract), for work operations and participation in meetings

**ABUSE AND HARASSMENT PREVENTION**

Our organisation repudiates all forms of abuse and harassment, and for this reason it carries out zero-tolerance prevention and repression of the phenomenon. The organisation implements its prevention through concrete actions whose principles include:

- That risks related to abuse and harassment are identified
- That the organisation plans preventive actions in relation to this risk
- The possibility of reporting suspicions and/or facts of abuse and harassment
- The organisation's absolute protection of whistleblowers from any subsequent retaliation
- That the organisation analyses and understands any incidents of abuse and harassment
- The development of kind and gender-neutral communication