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GENDER EQUALITY POLICY

The purpose and efforts of our organization

Our organization, as established in the purpose of the management system, intends to ensure gender equality regarding the presence and professional growth of women in the organization.

In this regard, it aims to enhance with the diversity present in the roles within the organization and to maintain processes capable of fostering women's empowerment in business activities.

The organization's focus, in the process that ensures the achievement and maintenance of this goal, directs its efforts towards the following areas set out by the UNI 125:2022 practice:

1. Culture and strategy
2. Governance
3. HR Processes
4. Opportunity
5. Remuneration equity
6. Parenthood

The organization 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, constitutes a development factor for the business that the organization conducts.

Results based on stakeholder satisfaction

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

The organization, with the desire to pay attention to this satisfaction at any time and in any circumstance of the working life of the woman within the organization, has chosen to view this "life cycle" through the following aspects:

- Selection and hiring (recruitment)
- Career management
- Pay equity
- Parenthood, care
- Work-life balance
- Prevention of abuse and harassment

For each of the following aspects, the organization has established more specific policies that are reported below. For each policy that expresses the principles that the organization is inspired by, the organization has associated specific and measurable equality objectives indicated in the strategic plan.

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SPECIFIC POLICIES FOR GENDER EQUALITY

The organization, in relation to the analysis of its business processes, has understood and established the principles to be respected in reference to each of the following points.

These principles constitute the inspiring criteria of the processes aimed at addressing:

- The existing gaps in reference to the indicators established by the UNI PdR 125:2022 practice
- The needs of women present in the organization, seen as the main parties interested in the concrete results of the system

POLICIES:

SELECTION AND HIRING (RECRUITMENT)

Our organization, in the selection and hiring of personnel to be employed in business activities, adheres to the following principles in the perspective of continuous improvement:

- The selection of the candidate must be carried out in a gender-neutral manner
- The selection criteria must take into account the requirements aimed at personal qualities such as professionalism, competence, specialization, experience
- The selection must not include issues relating to marriage, pregnancy and family responsibilities
- The job position, envisaged during the hiring phase, must include a remuneration related to the duties and responsibilities and not influenced by gender
- The selection must consider that the percentages of women and men whose contract provides for variable remuneration are balanced

CAREER MANAGEMENT

Our organization is aware that the economic results achieved also depend on the human resources working within it and all the opportunities for career development are intended to be based solely on the results and merit of the individual, regardless of gender. Our organization, with a view to improvement, manages the careers of internal staff respecting the following principles:

- The assignment of roles and duties must consider a gender leadership balance
- The design of career paths and their presentation must be addressed regardless of gender
- Staff career paths are accessible to all people who can verify, in a transparent manner, the maintenance of the balances related to gender equality
- The working environment in which most of the day is spent must ensure the possibility (both technological and physical) for all people to express themselves, with well-being understood as safety and comfort
- Training for the development of skills and awareness is a fundamental process intended to remove any career difficulties and restore any gender leadership balances
- The phases of detachment of staff from the organization in the event of dismissal are strictly examined by verifying turnover based on gender
- Promotions always take into account the gender balance in reference to functional level

PAY EQUITY

Our organization intends to ensure pay equity regardless of gender when hiring and throughout the career of its staff. The organization does not consider asymmetrically the costs of remunerating people of different genders.

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In determining, paying and modifying remuneration, the organization respects the following principles:

- People's remuneration is recognized in relation to their role and responsibilities and any additions in the form of benefits and bonuses to such remuneration are intended to be based exclusively on the results produced and recognized
- The remuneration, bonuses and benefits criteria are documented and accessible to the entire staff
- All employees are recognized the right to report any disparities

PARENTHOOD, CARE

Our organization intends not to constitute any obstacle to parenthood, supporting motherhood and fatherhood through activities aimed at meeting the needs of those who, due to their status related to parenthood, must balance their commitment between work and new needs that have emerged. The organization supports this intention in light of the following principles:

- Maternity and paternity are supported by training, information and reintegration programs
- Maternity is supported before, during and after birth and also through health insurance (FASA Fund)
- Paternity leave must be promoted so that all potential beneficiaries can benefit from it for the entire period provided for by law
- The organization takes an active role in supporting, with concrete initiatives, caregiver activities (taking care of the unborn child) also supporting smart working
- Support for fathers and mothers is expanded through the offer of services dedicated to children, such as the company nursery
- Welfare program

WORK-LIFE BALANCE

Our organization intends to provide its staff with the opportunity to manage the time dedicated to life and work through a balance that takes into account both the company's business objectives and the psychophysical well-being of the worker resulting from greater freedom of self-determination. The principles underlying the conciliation of life-work times are the following:

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

PREVENTION OF ABUSE AND HARASSMENT

Our organization repudiates any form of abuse and harassment and for this purpose it carries out a zero-tolerance prevention and repression activity of the phenomenon. The organization implements its prevention through concrete actions whose principles include:

- That the risks related to abuse and harassment are identified
- That the organization plans prevention actions in relation to this risk
- The possibility of reporting suspicions and/or facts related to abuse and harassment
- The absolute protection, by the organization, of the reporting persons from any subsequent retaliation
- That the organization analyses and understands any episodes of abuse and harassment

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- The development of kind and gender-neutral communication231/whistleblowing
- Annual anonymous questionnaire on culture and satisfaction within the company
- Anonymous reporting box

Status of revisions			
Version	Date	Description	Autor
00	02/12/2024	First release	V.Benedettini