

GENERAL PRINCIPLES

This Policy outlines the Organization's commitment to actively promoting equality through specific cultural and organizational measures. The goal is to ensure equal opportunities for all individuals, respecting their differences, with particular attention to gender-related issues. In particular, the Policy aims to:

- support, at all levels, the dissemination of a culture based on mutual respect, inclusion, and fairness, enhancing diversity to allow each person to fully express their potential and contribute to the Organization's growth;
- ensure, in daily work activities, respect, equal opportunities, fairness, and meritocracy for all employees;
- foster a proper balance between work and personal life, regardless of gender or other identity factors;
- recognize and value parenthood, for both mothers and fathers, as a significant moment in personal and professional life, promoting support for all those experiencing it, regardless of their role;
- recognize and support the role of those who care for family members or vulnerable people, valuing this experience in both personal and professional life, regardless of their role or position.
- prevent and combat all forms of discrimination, with particular focus on those related to gender and parental status and assistance to family members.
- promote gender equality and equal opportunities, not only related to gender, also beyond the company's boundaries, in relationships with clients, suppliers, communities, and the territories in which the Organization operates.

The Organization is therefore committed to protecting the values of dignity, equity, and inclusion, recognizing, respecting, and valuing people's differences. It considers the promotion of equal opportunities and an inclusive culture essential to the well-being of its people and to the success of the company, regardless of country of origin, culture, religion, gender, sexual orientation, political opinions, or any other personal characteristics or styles.

The Organization aims to foster a working environment based on merit, individual well-being, open dialogue, and collaboration, where each person feels welcomed, respected, and free to express themselves and their potential. The Organization also commits to constantly improving a culture of respect and equality, both internally and in its relations with stakeholders.

This Policy is addressed to all staff and key stakeholders, with the goal of improving internal processes by strengthening existing system procedures and adopting new ones to implement improvement strategies in the following areas:

- Culture and Strategy: promoting an environment that supports inclusion and gender equality;
- Governance: defining a system to ensure inclusiveness and to identify and address any critical issues;
- HR Processes: introducing processes that define the various stages of the employee "life cycle" within the company, based on principles of inclusion and respect for diversity;
- Growth and Inclusion Opportunities: enhancing skills and career development opportunities with a focus on fairness;
- Pay Equity: safeguarding and improving salary equity between women and men;
- Support for Parenthood and Work-Life Balance: implementing policies to support employees in their parental and family responsibilities.

The Organization aims to foster inclusion in the workplace for people of all genders, cultures, religious beliefs, and backgrounds, striving to overcome the very notion of diversity through a fully inclusive language and culture.

Lastly, the Organization adopts a periodic monitoring system, overseen by the Steering Committee, to ensure the consistency and effectiveness of actions related to gender equality and to promote a positive internal climate and professional relationships based on mutual respect and appreciation.

This document is made known to all personnel, being issued and permanently posted in the workplace. All personnel are requested to familiarise themselves with quality documentation and the commitment to continuous improvement.

Date: 27/05/2025

Steering Committee

Signature CEO (ing. Alberto Salmistraro)



Signature CFO (d.ssa Elena Brandolisio)



Signature DG (ing. Fabio Poletto)



Signature HR (d.ssa Pastora Macias Alzola)



Signature ISM (Mr. Andrea Quercioli)



Signature MKT (d.ssa Gloria Zurlo)

