

GENDER EQUALITY POLICY**Our organisation's purpose and commitments**

Our organisation, as set out in the purpose of its management system, is committed to ensuring gender equality in the representation and professional progression of women within the organisation.

To this end, we will recognise and value the diversity present across all roles operating within the organisation and maintain processes capable of fostering women's empowerment in our business activities.

In pursuing and sustaining this purpose, the organisation concentrates its efforts on the following areas defined by UNI/PdR 125:2022

1. Culture and Strategy
2. Governance
3. HR Processes
4. Opportunities
5. Pay Equity
6. Parenthood

The organisation believes that developing a culture which promotes gender equality not only generates "social value" recognised within the European institutional and economic context, but also constitutes a driver of growth for the business we conduct.

Outcomes grounded in stakeholder satisfaction

For this reason, the organisation intends to ensure gender equality through concrete actions which, in addition to complying with the requirements/indicators set for each of the areas listed, are genuinely valued by the women in the organisation, who are the principal stakeholders in the results produced by the management system

With the aim of attending to this satisfaction at all times and in all circumstances of women's working lives within the organisation, we have chosen to consider the following aspects across the entire "lifecycle":

- Recruitment and Hiring
- Career Management
- Pay Equity
- Parenthood and Care
- Work-life balance
- Prevention of Abuse and Harassment

For each of the following aspects, the organisation has established more specific policies, set out below. For every policy expressing the principles to which the organisation adheres, we have associated specific, measurable gender-equality objectives indicated in the strategic plan.

SPECIFIC POLICIES FOR GENDER EQUALITY

Following analysis of its business processes, the organisation has identified and established the principles to be respected with reference to each of the following points.

These principles guide the processes designed to address:

- Existing gaps with reference to the indicators established by UNI PdR 125:2022
- The needs of women with the organisation, recognized as the primary stakeholders in the tangible outcomes of the system.

POLICIES:**RECRUITMENT AND HIRING**

In recruiting and hiring personnel for business activities, our organisation adheres—within a continuous-improvement perspective—to the following principles:

- Selection of candidates must be conducted in a gender-neutral manner.
- Selection criteria must take into consideration requirements relating to personal qualities such as professionalism, competence, specialism and experience.
- Selection processes must not include questions relating to marital status, pregnancy or family responsibilities.
- Selection must take into account that the presence of women and men in the workforce should be balanced relative to the total headcount.
- Roles involving senior management, business-unit leadership, direct reporting to top management and budgetary authority must be allocated in an even-handed manner.
- The position offered at hiring must provide remuneration appropriate to the duties and responsibilities involved and not influenced by gender.
- Selection must ensure that the proportions of women and men whose contracts include variable remuneration are balanced.

CAREER MANAGEMENT

Our organisation recognises that economic results also depend on the people who work here, and intends that all career-development opportunities be determined solely by results and individual merit, irrespective of gender. With a view to continual improvement, we manage internal careers in line with the following principles:

- The allocation of roles and duties must support a balance of gender representation in leadership.
- The design and communication of career paths must be addressed equally to people of all genders.
- Career paths are accessible to everyone, who can transparently verify that gender-equality balances are being maintained.
- The working environment, in which most of the day is spent, must ensure (technological and physical) opportunities for all to contribute, as well as wellbeing conceived as safety and comfort.
- Training to develop skills and awareness is a fundamental process aimed at removing potential obstacles to career progression and restoring any imbalances in gender representation at leadership level.
- With regard to progression involving the Board of Directors, at least one third (1/3) of our Board must be represented by women.
- Off-boarding processes in the event of termination are carefully reviewed, monitoring turnover by gender.
- Promotions always take into account gender balance with reference to functional level.

PAY EQUITY

At hiring and throughout each person's career, our organisation intends to ensure pay equity irrespective of gender. The organisation does not asymmetrically consider the costs incurred to remunerate people of different genders. In determining, paying and amending remuneration, the organisation adheres to the following principles:

- Remuneration is recognised in relation to role and responsibilities; any additional benefits or bonuses are based exclusively on demonstrable and recognised results.
- Remuneration, the payment of bonuses and the allocation of benefits are documented and accessible to the entire staff, for transparency.
- The criteria for remuneration, bonuses and benefits are documented and accessible to the entire staff.
- Everyone on staff has the right to report any disparities.

PARENTHOOD AND CARE

Our organisation intends to place no obstacle in the way of parenthood, supporting maternity and paternity through measures designed to meet the needs of those who, due to their parental status, must balance work with new responsibilities. The organisation pursues this intention according to the following principles:

- Maternity and paternity are supported by programmes for training, information and re-integration.
- Maternity is supported before, during and after childbirth.
- Paternity leave must be actively promoted so that all eligible employees make full use of the period provided by law.

- Returns from leave are supported by targeted re-orientation initiatives.
- The organisation takes an active role in supporting caregiving activities through concrete initiatives (caring for the newborn).
- Support for fathers and mothers is broadened through services dedicated to children, such as vouchers for sports activities.

WORK-LIFE BALANCE

Our organisation aims to provide our people with the possibility of managing the time devoted to life and to work by balancing the demands of business objectives with the worker's psycho-physical wellbeing arising from greater freedom of self-determination. The principles underpinning work-life balance are as follows:

- Work-life balance measures are offered to all personnel irrespective of gender.
- The organisation adopts part-time arrangements, flexible working hours and agile/remote working.
- The organisation enables online connectivity for all personnel working off-site (regardless of contract type) for work operations and participation in meetings.

PREVENTION OF ABUSE AND HARASSMENT

Our organisation rejects all forms of abuse and harassment and pursues a zero-tolerance policy through prevention and enforcement. Prevention is implemented through concrete actions based on the following principles:

- Risks relating to abuse and harassment are identified.
- The organisation plans preventive actions commensurate with those risks.
- Mechanisms are in place to report suspicions and/or incidents of abuse and harassment.
- Absolute protection is guaranteed for those who report concerns, shielding them from any subsequent retaliation.
- The organisation investigates and understands any episodes of abuse and harassment.
- Communication is developed to be courteous and gender-neutral.

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