

Compliance PdR 125

Gender Equality Policy: Commitments and Actions

Our Company guarantees **equal dignity and equal opportunities** for all employees and collaborators within a transparent and fulfilling working relationship.

Regardless of country of origin, culture and religion, gender, sexual orientation, political opinions, and any other personal characteristic or style. **We believe** that diversity and plurality are sources of ideas and innovation for a sustainable society.

Commitments

1. Promote a culture of diversity and equal opportunities.
2. Create an inclusive work environment, free from any direct or indirect discrimination, and sanction any behavior that harms personal, social, political, or cultural diversity.
3. Apply specific procedures for personnel management aimed at ensuring fairness in all stages of the employment relationship, from the selection process to role assignment, career management, evaluation and professional development, pay equity, and termination.
4. Define a system to achieve gender equality, with a strategic project based on best practices that establishes measurable objectives and performance indicators, including women's empowerment.
5. Design corporate welfare programs that recognize the value of a healthy balance between professional and personal life, developing programs and initiatives for parenting, caregiving, and work-life balance.

Actions, Communication and Transparency

A Strategic Plan is defined and monitored for the implementation of this policy and its related **goals**, within a gender equality management system; progress and results are tracked through specific KPIs. **A Steering Committee** for gender equality has been established to oversee the effective adoption and continuous application of the gender equality policy. Management has appointed a Project Representative and has defined: a specific procedure for handling **reports** and a **sanctioning system** for the prevention of any form of physical, verbal, or digital abuse (harassment) in the workplace.

This Policy communicated and shared within the organization and among all individuals who interact with our Company, in a spirit of transparency and collaboration.