GENDER EQUALITY POLICY

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GENDER EQUALITY POLICY

GBSAPRI SpA, believing in the value of people and their differences, and wishing to guarantee the same opportunities for professional growth to all the people in the company, formally undertakes to promote this Gender Equality Policy, which focuses on diversity, inclusion and gender equality.

GBSAPRI SpA, with a view to supporting change, has integrated the principles of gender equality and respect for diversity into its corporate objectives.

Accordingly, **GBSAPRI SpA** intends to adopt the principles of gender equality – in line with the requirements of the **UNI/PdR 125:2022** reference practice – with the aim of guaranteeing equal career opportunities, equal pay, adequate "work-life balance" conditions suited to the different stages of life and proactive in rebalancing family responsibilities between men and women, as well as a working environment that rejects stereotypes, discrimination and any form of physical, verbal or digital abuse, promoting instead a culture of diversity and inclusion.

For these reasons, **GBSAPRI SpA** undertakes to:

- create an environment that celebrates the uniqueness of each person and in which the contribution of every team member is recognised and valued;
- ensure that everyone is treated with dignity and respect, not tolerate any form of intimidation, bullying, harassment (including harassment of a sexual nature or with sexual overtones) or mistreatment of employees in the workplace or in work-related situations, and discipline those who violate these practices;
- encourage anyone who feels they have been subjected to such intimidation, discrimination, harassment or mistreatment to raise their concerns, feeling protected from any potential form of retaliation;
- regularly review all practices and procedures relating to recruitment and development so that fairness is always maintained.

Consequently, all decisions relating to selection, recruitment, promotions, pay policies, decisions concerning employee development, such as training, and everything concerning working conditions are taken regardless of age, ethnicity, colour, sex, geographical origin, religion, disability, sexual orientation and gender identity.

GBSAPRI SpA ensures gender equality through concrete actions which, in addition to complying with the requirements/indicators established in the individual areas set out in the **UNI/PdR 125:2022** reference practice, are genuinely and concretely appreciated by the women in the company, who are the real stakeholders in the results produced by the Management System.

To this end, the organisation pursues these aims through the following aspects:

- Selection and recruitment
- Career management
- Pay equity
- Parenthood
- Work-life balance
- Prevention of abuse and harassment

For each of these aspects, **GBSAPRI SpA** has established more specific policies which are subject to periodic analysis and review, also in order to revise the related procedures. To each policy, which expresses the principles that inspire the organisation, **GBSAPRI SpA** has associated verified and verifiable processes as well as equality objectives that are achievable, specific and measurable, set out in the strategic plan drawn up jointly by **Management** and the **Steering Committee** with the assistance of the heads of the individual functions concerned.

The **Policy** will be monitored and reviewed regularly to ensure that equality and diversity are continuously promoted in the workplace.

In the process that ensures the achievement and maintenance of the aims highlighted above, the organisation focuses its efforts on the following areas set out in the **UNI/PdR 125:2022** reference practice:

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities
5. Pay equity
6. Parenthood

Date, 12/03/2024 The Chief Executive Officer