

## **Compliance UNI PdR 125 (Gender Equality Project) Gender Equality Policy**

*Courtesy translation*

### **Gender Equality Policy: commitments and actions**

Our company guarantees **equal dignity and equal opportunities** for all employees and collaborators in the context of a transparent and fulfilling employment relationship.

We believe that only in diversity and plurality of approaches and experiences can ideas and innovation for a sustainable society be born.

Regardless of the country of origin, culture and religion to which they belong, gender, sexual orientation, political opinions, but starting from the uniqueness of each person with their own personal characteristics, it is possible to "activate" the skills of each person so that they can bring value to the company.

The Competence Model that guides us in the choice and management of collaborators, means that we can disregard preconceptions related to sex, gender and religion and focus on the real contribution that each person can make in achieving company objectives in terms of knowledge, skills and abilities.

### **Commitments**

1. Spreading the culture of the Person as a bearer of Value as a Human Being and professional
2. Implementing the Culture of Diversity as an Essential Value of Uniqueness
3. Spreading and implementing the Culture of Equal Opportunities
4. Create a welcoming work environment, free from any direct or indirect discrimination and sanction any type of behaviour that is detrimental to diversity and personal, social, political and cultural uniqueness
5. Implement specific procedures for personnel management, aimed at ensuring fairness at all stages of the employment relationship, from the selection process, to the assignment of roles, to career development, to performance evaluation and professional development, to pay equity, up to the termination of the employment relationship
6. Define a system for achieving gender equality, with a strategic project based on best practices and defining verifiable objectives and with indicators of continuous qualitative improvement, including women's empowerment
7. Design corporate welfare programs that recognize the value of work-life balance by developing programs and initiatives for parenting and care and for work-life balance.

### **Actions, communication and transparency**

The **Strategic Plan** for the implementation of this Policy is designed and monitored as part of a management system for gender equality, the progress and results are monitored through the preparation of specific KPIs.

A **Steering Committee** for Gender Equality has been set up to oversee the above, with a view to the concrete adoption and continuous and effective application of the Gender Equality Policy.

The management has identified its contact person for the project, in the person of Dr. Silvia Bottinelli as *Human Resources Director* of Axxam.



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A specific program has been defined for the management of reports and a sanctioning system for the prevention of all forms of physical, verbal and digital abuse (harassment) in the workplace.

This Policy is communicated and disseminated within the organization and among all the Persons who have relations with our company with a view to transparency and collaboration.

Bresso, 20/03/2024