



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

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 of belonging, 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 the company's 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 a professional
2. Implementing the Culture of Diversity as an Essential Value of Uniqueness
3. Implementing the Culture of Equal Opportunities
4. To create a welcoming work environment, free from any direct or indirect discrimination and to sanction any type of behavior that is detrimental to personal, social, political and cultural diversity and uniqueness
5. Implement specific procedures for personnel management, aimed at ensuring fairness in all phases 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. Consolidate gender equality, implementing a strategic project based on best practices and defining verifiable objectives and with indicators of constant 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 updated and monitored as part of a management system for gender equality, the progress and results are monitored through the preparation of specific KPIs.**

The establishment of a Steering Committee for Gender Equality **is confirmed to safeguard what has been expressed**, for the purpose of the concrete adoption and continuous and effective application of the Gender Equality Policy.

The management has confirmed 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, 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, 31/01/2025