



# GENDER EQUALITY POLICY



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# **GENDER EQUALITY POLICY**

All people in our company, both men and women, are a key resource, whose value is increasingly linked to the quality of the organisation.

Gender equality is, for Gavazzi, a deep-rooted and essential value of civilisation and affirmation of the universal rights of mankind, as well as a strategic factor to ensure the maintenance and development of the company.

Working in an inclusive and diverse environment is not only an ethical responsibility, but also a winning strategic choice, which fuels innovative processes, stimulates human resources and generates value both for our company and stakeholders.

Therefore, we encourage good corporate practices that guarantee the protection of gender equality in all processes, which promote women's empowerment and ensure equal opportunities and treatment for all, male and female workers.

Aware of the importance of using non-discriminatory, neutral and balanced, non-offensive language, we promote its use in the workplace.

The focus is as well on people empowerment and is expressed with a constant commitment of the entire organisation to:

- ensure equal opportunities in career and training, income equality and the implementation of paternity and maternity leave in line with best practice;
- create a fair and welcoming environment, intended as a physical space and as a culture that recognises and overcomes cognitive bias, favouring fair and merit-based decisions;
- promote welfare policies that facilitate work-life balance.

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In accordance with these principles, the company has equipped itself with a Strategic Plan, as indicated by UNI/PdR 125:2022, divided into six areas of action aimed at achieving the goal of gender equality:

1. **Selection & Recruitment:** ensuring a selection and recruitment process guided by procedures to prevent all inequalities (gender, age, sex, ethnicity, disability, sexual orientation);
2. **Career management and training:** supporting equal gender distribution in top positions, both in terms of representation and responsibility, and grow the training and development of employees with equal gender representation;
3. **Pay equality:** reducing any gender pay gap by ensuring fair remuneration for jobs and occupations with equivalent value in terms of task and level;
4. **Parenting and care:** promoting equal sharing of care and care activities between men and women, by supporting employees in their parenting and caregiver activities;
5. **Work-life balance:** encouraging measures to ensure work-life balance, adopting rules and procedures accessible to all employees and reviewing these policies according to any need for flexibility;
6. **Workplace harassment prevention:** guaranteeing a commitment to fight any form of physical, verbal or digital abuse (harassment) in the workplace, by implementing a 'zero tolerance' policy with respect to any form of violence against employees, through concrete actions.

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To facilitate this effort, the company will annually promote the participation of employees in training courses on ethical principles and best practices relating to issues of inclusiveness, gender equality, sustainability and work-life balance.

In particular, the company is committed to ensuring, also through the adoption of specific policies, a Strategic Plan and a dedicated Management System, that:

- no type of discrimination is implemented, and in no case tolerated, during the entire career path of employees from the initial selection to the highest career levels through the daily work routine;
- maternity/parenting is favoured, supported and valued at all stages; internal and external communication is aligned with the Company's values and inclusive, non-offensive language is used;
- prevention activities are implemented so that no form of physical, verbal or digital abuse can take place in the workplace;
- its Gender Equality Policy is communicated and released within the company and made available on its website;
- the budget necessary to achieve and maintain the objectives contained in the Strategic Plan is allocated;
- a Steering Committee is appointed for the effective adoption and application of the Gender Equality Management System.

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Gavazzi identified specific performance indicators (KPIs), monitored on a regular basis, divided into six thematic areas:

1. Culture and Strategy
2. Governance
3. HR processes
4. Opportunities for growth and inclusion of women in the company
5. Gender remuneration equality
6. Protection of parenting and work-life balance

Gavazzi's Gender Equality Policy is rooted not only in corporate values, but also in contractual provisions, current national and international regulations and the requirements of specific international standards.

The document is made available to interested parties through publication on the company website and the Management System is authorized to provide a copy to anyone who requests it.

The content of this Policy is subject to periodic reassessment to ensure that it continues to be representative of the will of the Management and can guide business development.

Calolziocorte, 05<sup>th</sup> May 2024

GAVAZZI TESSUTI TECNICI SPA (SU)

Il Presidente

