



GENDER EQUALITY POLICY

GENDER EQUALITY, INCLUSION AND DIVERSITY POLICY

The organization believes that the development of a cultural model that promotes gender equality, in addition to generating “social value” appreciated within the economic and institutional context, represents a key factor for growth. To this end, this Policy—defined by the Company’s Top Management in coordination with the Gender Equality Steering Committee—is communicated and disseminated within the organization and to its stakeholders; it is the subject of training and awareness initiatives for company management; it is periodically reviewed or confirmed during management reviews based on events, changes, monitoring outcomes and audits; and it is made available on the organization’s website.

In pursuing and maintaining this objective, the organization focuses its efforts on the following areas identified by UNI PdR 125:2022, also referring to the guidelines of UNI ISO 30415:2021.

Furthermore, the organization commits to ensuring that, in the case of round tables, events, conferences or any other events, including scientific ones, organized by **EFFEGI IMPIANTI**, genders are equally represented among speakers.

The organization, with the aim of ensuring attention to satisfaction at all times and in all circumstances of working life, has chosen to consider this “life cycle” through the following aspects:

- Recruitment and hiring
- Career management
- Pay equity
- Parenthood and caregiving
- Work-life balance
- Prevention of abuse and harassment

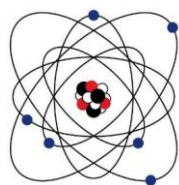
For each of these aspects, the organization has defined specific and measurable gender equality objectives outlined in the strategic plan, aimed at addressing:

- Existing gaps with reference to the indicators established by UNI PdR 125:2022
- The needs of the underrepresented gender within the organization, considered as the primary stakeholder of the concrete outcomes of the system

RECRUITMENT AND HIRING

In the context of personnel recruitment and hiring activities related to business operations, the organization strictly observes the following principles with the objective of ensuring continuous improvement:

- Candidate selection must be conducted in a gender-neutral manner.



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- Selection criteria must be based on personal qualities such as professionalism, competence, specialization and experience.
- The selection process must not include questions related to marital status, pregnancy or family responsibilities.
- A balance between the presence of men and women in the overall workforce must be ensured.
- Roles related to executives, department managers, function managers and business unit managers, reporting to top management and with budget authority, must be distributed in a balanced manner.
- Job positions offered at the hiring stage must provide remuneration commensurate with duties and responsibilities, regardless of gender.
- Balanced percentages of women and men must be ensured in contracts that include variable remuneration.

CAREER MANAGEMENT

The organization recognizes that economic results are closely linked to human resources. Therefore, all career development opportunities are based exclusively on results and individual merit, regardless of gender.

With the aim of continuous improvement, the organization manages internal career paths in accordance with the following principles:

- The assignment of roles and responsibilities must ensure balanced gender leadership.
- The design and presentation of career paths must be carried out without gender distinction, accessible to all, and ensuring transparency in maintaining gender equality balance.
- The working environment, where employees spend most of their day, must ensure everyone can express themselves freely and enjoy well-being, safety and comfort.
- Training for skills development and awareness is essential to remove potential barriers to career progression and restore gender leadership balance.
- With regard to the composition of the Board of Directors, at least one third must be represented by the female gender.
- Employee exits from the organization will be closely monitored, with turnover analyzed by gender.



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PAY EQUITY

The organization is committed to ensuring pay equity between genders by basing remuneration exclusively on role and achieved results, documenting and making transparent the criteria and decisions, and providing every employee with the right to report any potential disparities.

PARENTHOOD AND CAREGIVING

The organization aims to remove obstacles to parenthood by supporting maternity and paternity through initiatives that address the needs of those balancing work and new family responsibilities. This commitment is supported by the following principles:

- Maternity and paternity are supported by training, information and reintegration programs.
- Maternity is supported before, during and after childbirth.
- Paternity leave is promoted so that all eligible employees make full use of the legally established duration.
- Returns from parental leave are facilitated through specific re-orientation initiatives.
- The organization provides tangible support for caregiving activities related to newborns.
- The maintenance of benefits is guaranteed, and initiatives are promoted to enhance parenthood as an opportunity to acquire new skills for the benefit of both the individual and the organization, safeguarding the relationship between employee and company before, during and after maternity/paternity.

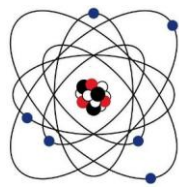
WORK-LIFE BALANCE

The organization aims to provide employees with the opportunity to manage their time by balancing business objectives with psychophysical well-being derived from greater freedom of self-determination. The fundamental principles are:

- Work-life balance measures are available to all staff, regardless of gender.
- The organization adopts part-time arrangements, flexible working hours and smart working, depending on availability.
- The organization facilitates remote connectivity for external staff, regardless of contract type, for work activities and participation in meetings.

PREVENTION OF ABUSE AND HARASSMENT

The organization rejects any form of abuse and harassment and adopts a zero-tolerance policy through prevention and enforcement activities. The principles include:



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- Identifying risks related to abuse and harassment.
- Planning preventive actions and analyzing any incidents of abuse and harassment.
- Allowing the reporting of suspected or actual cases of abuse and harassment.
- Ensuring absolute protection of whistleblowers against any form of retaliation.
- Promoting respectful and gender-neutral communication.

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