

	GENDER EQUALITY POLICY	DATE	21.09.2023
		PAGE	1 OF 2

This Gender Equality Policy, established by the Top Management of ELICHE RADICE S.P.A. in collaboration with the Steering Committee, sets out the principles, objectives and guidelines that define the Organisation's commitment to matters relating to gender equality, valuing diversity and women's empowerment.

To this end, it ensures that the management of every stage of the employee life cycle within the Organisation - recruitment, access to training and career development pathways, including pay progression - is based on the principles of equal opportunities, inclusion and meritocracy. Appropriate reporting and monitoring systems are in place to identify and eliminate any potential discrepancy.

ELICHE RADICE S.P.A. has decided to adopt a corporate policy aimed at reducing the gender gap in all areas considered most critical: opportunities for professional development within the company, equal pay, policies for managing gender differences, maternity protection, and the measurement, reporting and assessment of diversity-related data, with the aim of closing any gaps and providing for a dedicated budget.

This Gender Equality Policy applies to all internal personnel and to external personnel who work with the Organisation on an ongoing basis.

ELICHE RADICE S.P.A. undertakes:

- to apply human resources management and development practices that promote an inclusive culture in relation to access to roles within the company and career development, ensuring equal opportunities for all personnel and supporting women's advancement;
- to respect and promote a culture of diversity and inclusion, to pursue the creation of the best possible conditions for attracting, developing and retaining talented people and, for this purpose, to define a corporate welfare plan that includes initiatives to improve people's wellbeing, both in the workplace and in balancing professional and personal life.
- to communicate transparently, internally and externally (including marketing and advertising activities), its intention to pursue gender equality, value diversity and support increased employment of women;
- to create an inclusive, collaborative, supportive and transparent working environment that is open to input from all personnel;
- to ensure gender pay equity, facilitating women's participation and retention in the workplace by providing support for caring responsibilities, recognising skills and ensuring equal remuneration for work and occupations of equivalent socio-economic value;
- to ensure equal opportunities for the development of capabilities and the application of individual talents, guaranteeing fair and equal participation in training and development pathways, with both sexes represented.

ELICHE RADICE S.P.A. defines the detailed objectives in the Strategic Plan through Key Performance Indicators (KPIs), based on the six thematic areas identified in UNI/PdR 125:2022:

- Culture and strategy: improving the Organisation's working environment by promoting and supporting inclusion, gender equality and valuing gender diversity.

	GENDER EQUALITY POLICY	DATE	21.09.2023
		PAGE	2 OF 2

- **Governance:** implementation of an organisational governance model aimed at establishing appropriate organisational safeguards and ensuring representation of the minority gender on the Organisation's governing and oversight bodies, as well as processes designed to identify and remedy any instance of non-inclusion.
- **HR processes:** implementation of HR processes covering the various stages of the employee life cycle within the Organisation, based on principles of inclusion and respect for diversity.
- **Opportunities for women's career development and inclusion within the company:** improving the Organisation's ability to provide gender-neutral access to internal career and development pathways and to accelerate progression along them.
- **Gender pay equity:** implementation of processes aimed at achieving remuneration balance.
- **Parental support and work-life balance:** implementation of policies to support personnel in their parenting and caring responsibilities.

ELICHE RADICE S.P.A. prepares and disseminates to stakeholders a communication plan concerning its commitment to gender equality and diversity and inclusion, ensuring that communications are consistent with the principles of the Policy and with the objectives established and implemented through the Strategic Plan.

Personnel are required, in relation to activities within their remit, to comply with the requirements set out in the Management System and related policies and to apply the principles contained in this Policy on a daily basis.

The continuing suitability of this Policy is reviewed annually as part of the Company Management System review activities.

Responsibility for implementing this Policy is assigned to the Gender Equality Steering Committee.

Management

