



GENDER EQUALITY POLICY

The purpose and the effort of EMMETI S.p.a

EMMETI S.p.a. wants to incorporate the gender equality in the DNA of its Organisation.

In this sense, it wants to proceed to the enhancement of the diversity in the roles in the Organisation, and to the maintenance of processes capable of developing female empowerment in business activities.

Within the path that ensures the achievement and maintenance of this purpose, the Organisation focuses its efforts in the following areas set out in the UNI/PdR 125:2022 practice:

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities
5. Remuneration equity
6. Parenting

The Organisation believes that the development of a cultural model that promotes gender equality not only generates "social value" that is appreciated in the European institutional economic context, but also constitutes a development factor for the business that the Organisation conducts.

Results based on stakeholder satisfaction

The Organisation, for this reason, intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the individual areas indicated, are of real and concrete appreciation by the women and men in the Organisation, who are the real stakeholders of the results that the management system produces.

The Organisation, with the will to pay attention to this satisfaction at any time and in any circumstance of working life in the Organisation, has chosen to look at this "life cycle" through the following aspects:

- Recruitment
- Career management
- Salary equity
- Parenting, care
- Work-life balance
- Abuse and harassment prevention



For each of the following aspects, the organisation has established more specific policies, which are set out below. Each policy expresses the principles by which the organisation is guided and has associated specific and measurable equality objectives set out in the strategic plan.

SPECIFIC GENDER EQUALITY POLICIES

The Organisation, in relation to the analysis of its business processes, has understood and established the principles to be respected with reference to each of the following points; these principles constitute the criteria inspiring the processes aimed at addressing:

- The existing gaps with reference to the indicators established by UNI/PdR 125:2022 practice.
- The needs especially of women in the organisation, seen as the parties usually affected by situations of non-inclusiveness.

POLITICS:

RECRUITMENT

In the selection and recruitment of personnel to be employed in business activities, our organisation respects the following principles with a view to improvement:

- Candidate selection must be exercised in a gender-neutral manner.
- Selection criteria must take into account requirements aimed at personal qualities, such as professionalism, competence, specialisation, experience.
- Selection must not include issues related to the personal sphere, such as marriage, pregnancy and family responsibilities.
- Selection must take into account that the presence of women and men in the workforce must be balanced in relation to the total number of people present.
- Roles relating to managers, business-unit managers, reporting to top management and budget delegates must be distributed in a balanced way.
- The job position, envisaged at the time of recruitment, must provide a salary that is related to the duties and responsibilities and not influenced by gender.
- Selection must consider that the percentages of women and men whose contracts provide for variable remuneration are balanced.



CAREER MANAGEMENT

Our organisation is aware that the economic results achieved also depend on the human resources that work there; in fact, all career development opportunities are intended to refer only to the results and merit of the person, regardless of gender. Our organisation, with a view to improvement, manages the careers of internal staff by respecting the following principles:

- The allocation of roles and tasks must not be linked to gender.
- The design of career paths and their presentation must be gender-neutral.
- Staff career paths are accessible to all, regardless of gender, on the basis of personal capabilities.
- The working environment in which most of the day is spent must ensure the possibility (technological and physical) for all people to express themselves and well-being, seen as safety and comfort.
- Training for the development of skills and awareness is a fundamental process aimed at removing any career difficulties and restoring any gender balance in leadership.
- Training and development courses, including leadership courses, are intended to be equally and equally accessible to both genders.
- In EMMETI S.p.A. at least 1/3 of the Board of Directors must be represented by the female gender.
- Personnel secondments from the organisation in the event of resignations are closely examined by verifying the turnover according to gender, thanks to the compilation of an ad hoc survey.

SALARY EQUITY

Our organisation, at the stage of recruitment and throughout the career of its personnel, intends to ensure pay equity regardless of gender. The Organisation does not asymmetrically consider the costs of remunerating persons of different genders. In determining, paying and modifying remuneration, the Organisation shall respect the following principles:

- People's remuneration shall be recognised in relation to their role and responsibilities and, any additions by way of benefits and bonus to this remuneration, shall be understood to be exclusively based on the results produced and recognised.
- The criteria for calculating the performance bonus (2nd level bargaining), for the sake of transparency, are documented and shared with all staff through union meetings.

PARENTING, CARE

Our organisation intends not to be an obstacle to parenthood, supporting motherhood and fatherhood through activities designed to meet the needs of those who, due to their parenthood status, have to balance



their commitment between work and emerging needs. The organisation also supports caregiving activities. This intention is reflected in the following principles:

- Maternity and paternity are also protected through compliance with the CCNL.
- Flexibility in the punctual management of specific personal needs, beyond the regulatory provisions.
- Job protection and guarantee of the same salary level following pregnancy.
- The opportunity of paternity leave is disclosed so that all potential beneficiaries benefit from it for the entire period provided for by law.

WORK-LIFE BALANCE

Our organisation intends to be able to provide its staff with the possibility of managing their time to devote to life and work through a balancing act that takes into account both the company's business objectives and the psycho-physical well-being of the worker resulting from greater freedom of self-determination. The principles underlying work-life balance are as follows:

- Work-life balance measures are aimed at staff regardless of gender.
- The organisation adopts part-time, flexible working hours and smart working, where tasks permit.
- The organisation allows telematic connection with staff working from outside for work operations and participation in meetings.

ABUSE AND HARASSMENT PREVENTION

Our organisation repudiates all forms of abuse and harassment; in this regard, it exercises zero-tolerance prevention and repression of the phenomenon.

The Organisation implements its prevention through concrete actions whose principles include:

- The possibility of reporting suspicions and/or facts concerning abuse and harassment, through the WHISTLEBLOWING channel. It is also possible to write, even anonymously, to comitatoinclusivita@purmogroup.com. In this regard, the Guide "Recognising and preventing harassment and abuse in the workplace" is available on the Zucchetti portal.
- The organisation's absolute protection of whistleblowers from any subsequent retaliation.
- The development of polite and gender-neutral communication. In this regard, the Practical Guide to Inclusive Communication is available on the Zucchetti portal.
- The equal presence of both genders at corporate events, such as trade fairs, conferences, round tables.



All gender equality documentation can be viewed on the Zucchetti portal.