

GENDER EQUALITY POLICY

UNI/PdR 125:2022



The **Gender Equality Policy** reaffirms Ghella's commitment to promoting the principles of equality and non-discrimination amongst all workers to achieve gender balance by valuing diversity and fostering an inclusive culture.

We have long been committed to promoting principles of dignity, equality and inclusion by rejecting all forms of discrimination, as stated in the *Code of Ethics*, *Human Rights Guidelines*, and the Policies for Equality, Diversity and Inclusion (EDI), Social Accountability (SA8000), Human Resources Management, and Proper Conduct in the Workplace.

Within this set of principles and values, our Gender Equality Policy consolidates the commitment to equal opportunities in the world of work and defines the strategic lines and objectives to reduce gender inequalities through the implementation of the Management System in compliance with UNI/PdR 125:2022. As such, this Policy aims for continuous improvement of the following processes:

- Training and Awareness

We promote continuous training activities on matters of diversity and inclusion for all workers, with the aim of promoting inclusive language and behaviour while fostering understanding and respect for cultural and personal differences.

- Recruitment and Selection

We follow recruitment and selection procedures that promote diversity, ensuring that all applications are evaluated solely based on professional skills and qualifications, as we firmly believe that an inclusive working environment open to diversity is essential in attracting the best talent:

- Remuneration

We adopt responsible, fair and transparent remuneration mechanisms that recognise professional commitment and performance, with particular attention to the gender pay gap;

- Work-life Balance

We promote flexible working policies that favour a positive work-life balance, with special attention to parenting needs. For this reason, we encourage initiatives to promote the well-being of all workers, no matter their gender:

- Monitoring and Reporting

We constantly monitor progress towards gender equality, inclusion, and women's empowerment, collecting data and feedback to assess the effectiveness of our initiatives, ensuring continuous improvement.

Achievements and future goals are periodically communicated, in a transparent and accountable manner. This path forms a fundamental part of our growth and commitment to excellence.

Ghella is dedicated to ensuring that the principles expressed herein are understood and respected by workers, business partners and third parties, including our suppliers and subcontractors, promoting their involvement for constructive and participative collaboration.

We encourage the informed use of the communication channels provided for the submission of reports of alleged or established violations of the provisions of this Policy. This is with a view to ensuring no discrimination or retaliation against Whistleblowers and/or other interested parties who provide comments, recommendations, reports or complaints, without prejudice to any legal obligations.

Reports may be received through the **channels listed in the Whistleblowing Policy** and will be handled in accordance therewith.

Ghella applies a zero-tolerance policy to any form of verbal or psychological violence and to any form of harassment or any other conduct that may directly or indirectly humiliate, denigrate or offend.

Reports on Gender Equality issues may also be submitted to the Steering Committee via:

- Email to ComitatoPDR125@ghella.com;
- Post sent to Comitato Guida per la Parità di Genere - Ghella S.p.A. Via Pietro Borsieri 2A - Rome 00195;
- The reporting boxes at all our sites.

This Policy is communicated to all of our employees as an essential part of the *Onboarding* procedure and is made available to all interested parties on the company's intranet and website.

This Policy is reviewed annually as part of the Management System Review to ensure that it is always in line with the company's mission and vision.

Enrico Ghella
Chairman, October 2024

