

With this policy, the Organisation's Top Management, in collaboration with the Steering Committee identified in compliance with the requirements defined in Practice UNI/PdR 125:2022, hereby defines the mission to be pursued in the exercise of its activity aimed at implementing a strategy oriented at defining principles, objectives and guidelines that specify the Organisation's commitment to issues related to gender equality, the celebration of diversity, female empowerment and equal opportunities.

The main objective of this Policy is to promote and ensure gender equality in all activities and decisions within the organisation. Allegrini S.p.A. believes that gender diversity is a fundamental value that contributes to the success and sustainability of the organisation.

Allegrini has prepared a *Communication Plan* regarding its commitments to Gender Equality, which has been published on the corporate website.

Allegrini believes in the value of people and their differences, ensuring that all people in the company are given the same opportunities for professional growth, formally undertaking to promote a process management policy that focuses attention on the aforementioned issues, and to ensure that all phases of the life-cycle of an employee within the organisation - selection, access to training and paths for development, including remuneration - are based on the principle of equal opportunity, inclusion and meritocracy.

This company policy promotes the reduction of the gender gap in all areas considered most critical: opportunities for professional growth in the company, remuneration, gender management policies, protection of parenthood.

To ensure that the aforementioned goals are achieved and maintained, Allegrini identifies its objectives on the basis of the thematic areas indicated in UNI/PdR 125:2022:

**Culture and strategy:** improve the working environment by favouring and supporting inclusion and gender equality.

**Governance:** adopt a governance system aimed at:

- ensuring the implementation of business processes necessary to protect gender equality.
- identifying and resolving all examples of event of non-inclusiveness.
- favouring the presence of the minority gender also within the organisation's policy and control bodies.

**HR processes:** identify and implement processes that ensure gender equality, respect for diversity and inclusion in every HR activity from the selection of new candidates and throughout the life cycle of an employee within the company organisation.

**Opportunities for growth and inclusion of women in the company:** improve processes to ensure full and effective participation of women in career paths and equal leadership opportunities at all decision-making levels.

**Gender income equality:** implement processes that ensure that there are no pay differences in the case of the same contractual grade and equal skills.

**Protection of parenthood and work-life balance:** implementing policies to support staff in their activities as parents and caregivers.

Allegrini has specific policies/procedures that it implements on a daily basis within the context of company operations. These cover, in particular, the following areas:

- **Selection and recruitment:** Allegrini is committed to pursuing gender equality in the phases of selection and recruitment through the identification of a generally equal number of male and female candidates. In the recruitment process, candidates will be selected on the basis of merit (experience, skill and competence). Allegrini assesses all candidate profiles in an equal manner, preventing any discriminatory and/or offensive behaviour even at the interview stage. Job descriptions published in announcements are prepared in a gender-neutral manner and recruitment

processes are aimed at both men and women (see P 17\_Human Resources Management).

➤ **Career management:** Allegrini defines processes aimed at ensuring non-discrimination and equal opportunities throughout the life cycle of an employee within the company, guaranteeing professional development and favouring promotion on the basis of merit (skill, evaluation of soft skills and hard skills that characterise the employee in relation to the role to be filled, etc.). Based on the specificity of the sector in which it operates, Allegrini assesses the individual job with the aim of favouring the presence of men and women. Allegrini guarantees the fair and equal participation of both sexes in training and development courses, including leadership courses (see Equal pay and career advancement policy).

➤ **Wage equality:** Allegrini is committed to implementing processes that, in compliance with the provisions of the National Collective Bargaining Agreement, guarantee equal pay to employees regardless of gender, culture or religion, also by providing control mechanisms to prevent discriminatory practices (see Equal pay and career advancement policy).

➤ **Parenthood:** Allegrini guarantees full enjoyment of the right to maternity/paternity leave. Allegrini undertakes to protect parenthood by avoiding discriminatory behaviour against employees during and after the period of leave. Allegrini encourages both the maintenance of contact between the employee and the company in order to guarantee constant updates, and the maintenance of working conditions prior to leave, as well as reintegration at the end of leave, also through periods of coaching and training (see Policy on the Protection of Parenthood and PPgG 01\_ Maternity Management Procedure).

➤ **Work-life balance:** Allegrini implements clear policies to improve the work-life balance of its employees at all stages of their personal and professional lives, through specific actions such as flexible working arrangements and the scheduling of meetings and calls no later than a certain time (e.g., smart working), (see Work Life Balance Policy).

➤ **Prevention of abuse and harassment.** Allegrini strives to avoid all forms of discrimination and is also committed to preventing sexual harassment in the workplace, also through awareness-raising. All forms of physical, verbal or digital abuse in the workplace are prohibited. In addition to implementing training courses that are also aimed at preventing abuse and harassment in the workplace, Allegrini provides for means for reporting discriminatory incidents as well as processes for managing reporting and relative non-compliance. Employees are free to report any incidents of discrimination or abuse by filling in anonymous forms made available to all members of staff. Allegrini also pays particular attention to the language used between and towards employees and is committed to raising awareness among staff at all levels regarding communication that is as polite and neutral as possible. Allegrini condemns all forms of discrimination among its employees, including exclusion or preference based on race, gender, age, religion, political opinion, nationality or social class, both in the recruitment and hiring process and in the granting of promotions and/or company bonuses.

Allegrini S.p.A. declares that it will **never tolerate** any form whatsoever of physical, verbal or digital abuse in the workplace. The company constantly strives to create a safe, respectful and inclusive working environment for all employees, in which harassment will never be accepted or tolerated (see PPdG 02 Harassment and Abuse Management in the Workplace).

It will also measure, report and evaluate diversity data with the aim of closing any gaps, and will provide for a dedicated budget.

Allegrini's objective is to set in motion a process of change, particularly cultural change, through systematic action that takes into account the following basic principles:

1. Respect for the constitutional principles of equality and parity.
2. Adoption of policies and measures to favour women's employment and empowerment.
3. Adoption of measures to promote effective equality between men and women in the workplace, including equal opportunities in access to employment, income equality, equal access to career and training opportunities and enhancement, full implementation of paternity leave in line with mandatory legislation and European best practices.

4. Adoption of specific measures in favour of equal opportunities, in line with paragraph 2 article 3 of the Italian Constitution (substantive equality).
5. Constant assessment of the applicability of and respect for gender equality in internal promotion decisions and succession to managerial positions.

Specifically, Allegrini S.p.A. promotes female empowerment through:

1. Access to ongoing instruction and education for women.
2. The promotion of career advancement for women, including in leadership roles.
3. Equal pay and fair promotion opportunities.
4. Flexible working policies, such as remote working or flexible working hours, to enable women to better reconcile work and family commitments.
5. The promotion of diversity and inclusion in the workplace, creating an environment where women feel valued and respected.
6. The involvement of women in corporate social responsibility initiatives that promote important causes, such as gender equality, girls' education or women's health.
7. Support for work-life balance by offering services and benefits that help women balance work with their family responsibilities such as smart working up to 4 days a week.
8. Promotion of equal participation in the panel of speakers at round tables, events, conferences or other scientific events.

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