SPECIALCAVI

WE BRIDGE PEOPLE

UNI/PdR 125

Gender equality policy

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Gender equality policy

The purpose and efforts of our organization

Our organization, as established in the purpose of the management system, aims to ensure gender equality in terms of the presence and professional growth of women in the organization.
In this sense, it aims to promote diversity in the roles within the organization and to maintain processes capable of developing female empowerment in business activities, ensuring that both genders are equally represented among the speakers at round tables, events, conferences, or other events, including those of a scientific nature.

In order to achieve and maintain this goal, the organization focuses its efforts on the following areas set out in the UNI/PdR 125:2022 standard.

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

The organization believes that the development of a cultural model that promotes gender equality, in addition to generating "social value" that is appreciated in the European institutional economic context, is a factor in the development of the business that the organization conducts.

Results based on stakeholder satisfaction

For this reason, the organization intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the individual areas indicated, are genuinely and concretely appreciated by the women in the organization, who are the real stakeholders, in terms of the results produced by the management system.

The organization, with the desire to focus on this satisfaction at all times and in all circumstances of women's working lives within the organization, has chosen to look at this "life cycle" through the following aspects:

- Recruitment
- Career management
- Pay equity
- Parenting, care
- Work-life balance
- Prevention of abuse and harassment

Specific policies for gender equality

For each of the following aspects, the organization has established more specific policies, which are outlined below. For each policy that expresses the principles that inspire the organization, the organization has associated specific and measurable equality objectives indicated in the strategic plan.

These principles constitute the criteria that inspire the processes aimed at addressing:

- The gaps that exist in relation to the indicators established by UNI/PdR 125:2022;
- The needs of women in the organization, seen as the main stakeholders in the concrete results of the system.

Recruitment

Our organization's selection and recruitment of personnel for business activities complies with the following principles, with a view to improvement:

- The selection of candidates must be carried out in a gender-neutral manner.
- The selection criteria must take into account personal qualities such as professionalism, competence, specialization, and experience.
- The selection process must not include questions relating to marriage, pregnancy, or family responsibilities.
- The selection process 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, senior managers, and those with budgetary authority must be distributed in a balanced manner.
- The job position, as defined at the time of hiring, must provide for remuneration based on duties and responsibilities and not influenced by gender.
- The selection process must take into account that the percentages of women and men whose contracts provide for variable remuneration are balanced.

Career management

Our organization is aware that the economic results achieved also depend on the human resources who work there, and all career development opportunities are based solely on the results and merits of the individual, regardless of gender. With a view to improvement, our organization manages the careers of its internal staff in accordance with the following principles:

- The assignment of roles and tasks must take into account the person's ability regardless of gender.
- Career paths and their presentation must be designed without regard to gender.
- Career paths for staff must be accessible to all individuals who can transparently verify that gender equality is maintained.
- The working environment in which most of the day is spent must ensure that all individuals have the opportunity (technological and physical) to express themselves and enjoy well-being in terms of safety and comfort.
- Training for the development of skills and awareness is a fundamental process aimed at removing any career difficulties.
- Although there is currently no Board of Directors, if one is established, its composition will be based solely on professional skills, regardless of gender, ethnicity, sexual orientation, religion, or political affiliation.
- The stages of staff separation from the organization in the event of dismissal are closely examined, verifying turnover based on gender.
- Promotions are made regardless of gender in relation to functional level.

Equal pay

Our organisation aims to ensure equal pay regardless of gender during the recruitment process and throughout the career of its staff. The organisation does not consider the costs of remunerating people of different genders asymmetrically. In determining, paying and modifying remuneration, the organisation respects the following principles:

- People's pay is recognized in relation to their role and responsibilities, and any additions to this pay in the form of benefits and bonuses are based exclusively on the results produced and recognized.
- Pay, bonuses, and benefits are based on objective criteria based on the merit and professionalism of the individual.
- The criteria for remuneration, bonuses, and benefits are documented and accessible to all staff.
- All staff members have the right to report any disparities.

Parenting, care

Our organization aims to remove any obstacles to parenthood, supporting motherhood and fatherhood through activities designed to meet the needs of those who, due to their parental status, must balance their commitment to work with new responsibilities. The organization supports this intention in light of the following principles:

- Maternity and paternity are supported by training, information, and reintegration programs: the person will be informed, involved, and periodically updated on company activities, also guaranteeing, where requested by the person, with the exception of manual workers, the possibility of working remotely.
- Maternity is supported before, during, and after birth.
- Paternity leave must be promoted so that all potential beneficiaries can take advantage of it for the entire period provided for by law.

Work-life balance

Our organisation aims to provide its staff with the opportunity to manage their time between work and personal life through a balance that takes into account both the company's business objectives and the psychological and physical well-being of employees, resulting from greater freedom of self-determination. The principles underlying the work-life balance are as follows:

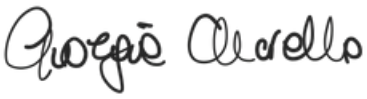
- Work-life balance measures are aimed at all staff regardless of gender
- The organization adopts part-time work, flexible hours, and smart working
- The organization allows telematic connection with all staff working from outside the office (regardless of contract) for work operations and participation in meetings

Prevention of abuse and harassment

Our organization condemns all forms of abuse and harassment and, to this end, exercises zero tolerance in preventing and suppressing such behavior. The organization implements its prevention measures through concrete actions based on the following principles:

- That the risks related to abuse and harassment are identified
- That the organization plans preventive actions in relation to such risks
- The possibility of reporting suspicions and/or incidents of abuse and harassment
- The organization's absolute protection of whistleblowers from any subsequent retaliation
- The organization analyzing and understanding any incidents of abuse and harassment
- The development of polite and gender-neutral communication

Table – Document review sheet.

DOCUMENT REVIEW	
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