

GENDER EQUALITY POLICY





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PREAMBLE

In line with the guidance of the Boards of Directors of the Named Group Companies, and in particular the Companies falling within the scope of UNI PDR 125:2022 Certification, namely Specchiasol S.r.l., Named S.r.l., Namedsport S.r.l., New Penta S.r.l., Farma-Derma S.r.l., Wellmicro S.r.l., Oliservice S.r.l., and in accordance with best practices in this field, the aforementioned Companies commit to developing programs and actions dedicated to promoting diversity, inclusion, and gender equality in its multiple dimensions, starting with the formalization and adoption of a specific policy such as this one.

The **diversity, inclusion, and gender equality** policy, designed to recognize and value our people, is issued by the CEO of each Group Company in collaboration with the Steering Committee for UNI PDR 125:2022 Certification and promotes the implementation of the fundamental principles of the Code of Ethics of each Named Group Company.

This policy is directed and communicated to all individuals within the Group, as well as to external stakeholders. In particular, managerial levels and those with human resources management and supervision responsibilities are entrusted with a special responsibility to support the effective practical application of the Diversity, Inclusion, and Gender Equality Policy.

1 THE PURPOSE AND EFFORTS OF OUR ORGANIZATION

The Group recognizes the importance of promoting equal opportunities, values diversity, and appreciates the uniqueness of individuals.

This is because diversity fosters creativity and enriches collaboration. The Group gives equal consideration to every individual's participation and seeks to encourage staff to develop their potential by cultivating motivation and contributing actively and rewardingly.

The Group's goal is to promote women's empowerment and ensure gender equality (in all directions).

2 OUR COMMITMENT

The organization focuses its efforts in the following areas outlined by the UNI PDR 125:2022 guidelines, ensuring the achievement and maintenance of its objectives:

- Culture and Strategy
- Governance
- HR Processes
- Opportunities
- Equal Pay
- Parenthood

The Group specifically commits to:

- Countering any form of employment discrimination by attracting and hiring people of different backgrounds, genders, ages, origins, and abilities, pursuing gender equality from the selection and hiring stages through inclusive and meritocratic criteria.
- Welcoming all differences regarding age, gender, marital status, ethnicity, nationality, religion or other beliefs, sexual orientation, social and educational background, and family and caregiving responsibilities.
- Creating a work environment free from any direct or indirect discrimination, and from any form of violence or harassment, whether sexual or based on individual, political, or cultural diversity.
- Developing a leadership style that facilitates the growth of deserving collaborators through example, delegation, and particular attention to personal motivations and



ambitions, regardless of gender.

- Adopting a system that allows for the creation of personal development plans based on merit, enabling individuals to pursue their career path.
- Offering a work-life balance plan that allows all employees, based on their needs, to find solutions and support that make it easier to balance work and personal life.
- Improving the work-life balance of employees by adopting flexible work tools (e.g., home working, part-time, flexible hours), while avoiding any discrimination during extended absences from work, maintaining constant contact, supporting reintegration after such periods, and safeguarding the physical and mental well-being of all employees.
- Promoting a communication style (especially during company events, commercial initiatives, and Group marketing activities) that aligns with the values stated in this policy, using inclusive and respectful language and images that do not promote gender-related stereotypes but instead highlight equality among all genders.
- Engaging all stakeholders and supporting external initiatives aimed at promoting diversity, inclusion, and gender equality.

THE STEERING COMMITTEE

Alessio Romitelli *AR*
 Giulia Tomelleri *GT*
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