



GENDER EQUALITY POLICY

DATE 21.09.2023

PAGE 1FROM2

This Gender Equality Policy is defined by the Top Management of ELICHE RADICE SPA, in collaboration with the Steering Committee, defines the principles, objectives and guiding indications that define the Organization's commitment to issues relating to gender equality, the valorization of diversity and female empowerment.

To this end, it ensures that the management of all phases of the life cycle of a resource within the Organization - selection, access to training and growth paths, including salary - is based on the principle of equal opportunities, inclusion and meritocracy. Appropriate reporting and monitoring systems are guaranteed, in order to identify and eliminate any possible misalignment.

ELICHE RADICE SPA has decided to adopt a corporate policy aimed at reducing the gender gap in all areas considered most critical: professional growth opportunities in the company, equal pay, gender difference management policies, maternity protection and aimed at measuring, reporting and evaluating data relating to diversity with the aim of filling any gaps, also providing for a specific budget.

This Gender Equality Policy applies to all internal staff and external staff who collaborate continuously with the organization.

ELICHE RADICE SPA undertakes:

- to apply human resources management and development practices that promote an inclusive culture of access to corporate roles and career growth, ensuring equal opportunities for all staff and encouraging the strengthening of the female gender;
- to respect and emphasize the culture of diversity and inclusiveness, to pursue the creation of the best possible conditions to attract, develop and retain talented people and has therefore established the objective of defining a corporate welfare plan, which includes initiatives to improve the well-being of People, both in the workplace and in the conciliation between professional activity and private life.
- to communicate transparently, internally and externally (including marketing and advertising activities) the desire to pursue gender equality, enhance diversity and support the increase in female employment;
- to create an inclusive, collaborative, supportive, transparent and open-listening work environment for all staff;
- to ensure gender pay equity, facilitating the participation and permanence of women in the workplace, through the support of care burdens, valorising skills, ensuring fair remuneration for jobs and occupations with equivalent socio-economic value;
- to ensure equal opportunities in the development of skills and the application of individual talents, guaranteeing fair and equal participation in training and development paths, with the presence of both sexes.

ELICHE RADICE SPA defines the detailed objectives in the Strategic Plan through Performance Indicators (KPI) based on the 6 thematic areas indicated in UNI/PdR 125:2022:

- **Culture and strategy:**improving the organization's work environment by promoting and supporting inclusion, gender equality and the valorization of gender diversity.
- **Governance:**implementation of an organizational governance model aimed at defining adequate organizational controls and the presence of the minority gender in the organization's management and



GENDER EQUALITY POLICY

DATE	21.09.2023
PAGE	2FROM2

control bodies as well as the presence of processes aimed at identifying and remedying any event of non-inclusion.

- **HR Processes:** implementation of HR processes relating to different stages that characterise the life cycle of a resource in the organisation based on principles of inclusion and respect for diversity.
- **Growth opportunities and inclusion of women in the company:** improving the organization's ability to create gender-neutral access to internal career and growth paths and their acceleration.
- **Gender pay equity:** implementation of processes for balancing remuneration.
- **Parental protection and work-life balance:** implementing policies to support staff in their parenting and caring activities.

ELICHE RADICE SPA prepares and disseminates to stakeholders a communication plan relating to its commitment to the issues of gender equality and diversity and inclusion, ensuring that communication is consistent with the principles of the Policy and with the objectives established and implemented through the strategic plan.

Staff are required to comply, for the activities under their responsibility, with what is indicated in the Management System and in the Policies connected to it and to apply the principles contained in this Policy on a daily basis.

The suitability of this Policy is reviewed annually during the Company Management System review activities.

The Gender Equality Steering Committee is responsible for implementing this Policy.

The Management 