

	<b>Gender equality policy</b>	<b>M6.1</b>	
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In compliance with the company aims to promote gender equality pursuant with the UNI/PdR 125:2022 (Italian guidelines on the management system for gender equality) as well as to give value to diversities and to support the female empowerment, the Company Management, together with the Gender Equality Committee, guarantees:

- The respect of the constitutional principle within the organization and for the daily conduct of business;
- The development of an inclusive working entourage;
- The acquirement of policies to prevent every kind of discrimination inside the working place, also based on the sex and as well as during the process of the personnel recruiting;
- Planning of training courses and events aiming to the promotion of equality and equality gender, which the Management is the guarantor of;
- Consideration of policies for the management of parenthood and for the work-life balance.
- Opportunities for growth within the enterprise and salary equity treatment;
- The prohibition, during the interviews for the employment of new resources, to make questions related to the conjugal and familiar life and future projects of the candidate referred to his/her own personal private life;
- The safeguard of a salary equity gender treatment;
- A periodic revision of this policy, as part of the verification and improvement of the management system;
- The aim that the genders are equally represented among the relators of boards, events, conferences or any other scientific occurrence;
- The equal participation to training and valorizing paths with the participation of both the sexes, including the courses about the leadership;
- Services to keep the work-life time balance;
- The keeping of benefits and initiatives valorizing the parenting experience as a moment of acquirement of new competences in favor of the person and the society, as a safeguard of the person-enterprise relation before, during and after the motherhood and fatherhood;
- Policies of internal mobility and succession to managerial position coherent with the principles of an inclusive and respectful for the gender equality organization;
- The assessment of process indicators belonging to different areas and their consequent periodic and constant control. Among the various areas, the following ones are included, as Culture and Strategy, Governance, HR, growth opportunities and women's inclusion within the company, salary equity gender treatment, parenthood safeguard and work-life balance;
- Principles and inclusion targets, gender equality and attention to the gender diversity;
- A functional collaboration with the professional associations and unions in order to consider and guarantee the rights and protections for its own employees against every form of discrimination;
- Proper and organizational controls and minority gender presence in the board of directors inside the organization, as well as the presence of processes aiming to identify and remedy to any event of no-inclusion;
- The neutral access by the genders to the career paths and internal growth and the related acceleration;
- Policies supporting the parenthood in different forms and the adoption of procedures that ease and support the presence of other women with children and the presence of women with children in the preschool age.

- Staff selection and recruitment procedures which define guidelines to prevent gender inequalities, especially suitable to combat the bias;
- That the role description to assume is neutral regarding the gender and the recruitment process is addressed both to men and women;
- Processes that aim to ensure the non-discrimination and the equal opportunities related to the personal development and promotions, by basing them exclusively on skill and professional levels;
- The gender balance in corporate leadership roles, correlated with the specific field and tasks;
- That the career opportunities and the programs for the professional development are opened to the entire staff of the company;
- Data related to the hiring status, situation per gender, male and female condition for each profession, training, professional promotion, levels, changes of category or qualification, other mobility phenomena, the CIG (Wage Guarantee Fund) intervention, firing, early retirements and retirements and the salary actually paid;
- A workplace that promotes the diversity and the safeguard of employees' mental and physic wellness;
- A mechanism of control to avoid practices that do not correspond to non-discriminatory declared and that includes wages, benefits, bonus, welfare programs;
- The providing of information to the employees related to the salary policies adopted from the enterprise also with reference to benefit, bonus, welfare programs;
- Specific programs for maternity and paternity leave and specific and system of information concerning the possible important changes that occur during the leave at the workplace;
- Information mechanisms which aim to promote the request for the paternity leave;
- Specific measures to support the employees in their parenting and caregiver activities;
- Measures to guarantee the work-life balance dedicated to every worker;
- Possibility to do smart-working/teleworking or other forms of flexible work, as well as flexible working hours;

*The Management*

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