

GENDER EQUALITY POLICY

Rev. 01

Dinamica Generale SPA has defined its own "Gender Equality Policy".

The policy includes the company's commitment to comply with all the requirements relating to Gender Equality, those to which the company subscribes and the laws in force.

The policy is issued in a controlled form, approved by management and available on the notice board for all employees and stakeholders.

It is periodically reviewed in the Management Review to ensure its adequacy, appropriateness and continued effectiveness.

Dinamica Generale SPA is responsible for the Gender Equality system.

Corporate commitment to Gender Equality

- With regard to Dinamica Generale SPA's commitment to Gender Equality, the company considers the following objectives to be priorities:
- Respect the constitutional principles of parity and equality;
- Adopt policies and measures to favour women's employment - especially that of young women and qualified women - and women's enterprises, also by means of incentives for access to credit and the market and tax concessions;
- Adopt measures to promote effective equality between men and women in the world of work, including: equal opportunities in access to employment, income equality, equal access to career and training opportunities, full implementation of paternity leave in line with European best practices;
- Promote welfare policies in support of the "silent work" of those who dedicate themselves to caring for the family, in compliance with Article 3(1) of the Constitution (formal equality);
- Adopt specific measures in favour of equal opportunities, in line with co. 2 art. 3 of the Constitution (substantive equality);
- Integrate the principle of gender equity into national legislation so that its voluntary adoption becomes a reference, should public and private organisations of all sectors and sizes be required to certify the sustainability and adoption of gender policies, justified due to specific needs and production purposes, in contexts such as, for example, tenders, public grants or a reward system aligned with free market principles;
- Guaranteeing better and fairer working conditions for our workers, applying and respecting all relevant national and international legislation, collective agreements, commitments made by the organisation and the requirements of international standards;
- Implement, implement and maintain compliance with Gender Equality requirements over time and adapt to any new requirements that may arise;
- Ensure all staff receive adequate training and information on ethics, inclusiveness and equal opportunities;
- Define and continuously update this Gender Equality Policy;
- Extend Dinamica Generale SPA's commitment to social sustainability beyond the scope of our activities, actively involving stakeholders and promoting the principles of equality and inclusion, identifying and managing social impacts in an ethical and responsible manner;
- Select, assess and prefer suppliers also on the basis of their ability to respect the human rights of their employees, assess health and safety impacts on people, and maintain and manage certified business management systems over time;
- Include social sustainability criteria that include principles of inclusion and equality as part of the staff evaluation and selection process;
- Adopt an approach of dialogue and discussion in dealing with employees in order to involve them in our commitment to social sustainability and raise their awareness of gender equality principles.
 - ➔ Carry out periodical internal audits and checks to ascertain compliance with social equality requirements, planning and implementing corrective and improvement actions where necessary.

- Participate in dialogue with all stakeholders, documenting and communicating to all stakeholders Dinamica Generale SPA's commitment to Gender Equality;
- Comply with legislative provisions on equal opportunities, diversity and inclusiveness of all kinds;
- Pay particular attention to the Other Management in preventing any form of gender discrimination or physical, verbal and/or digital violence;
- Promote full transparency and fairness in all our work activities and relations with stakeholders, including employees.
- Promote that genders are equally represented among panel speakers at roundtables, conferences, trainings or even scientific events

With regard to the specific social requirements relating to respect for human rights and equal gender opportunities, the position taken by Dinamica Generale SPA is outlined below:

SELECTION AND RECRUITMENT

The Company envisages, during the selection and hiring of personnel, a fair approach to any candidate profile, carefully preventing any discriminatory and/or offensive behaviour.

The Company prepares gender-neutral job descriptions and recruitment processes aimed at both men and women.

CAREER MANAGEMENT

Throughout the employee's career cycle, the Company pays special attention to equal opportunities for professional development and promotions, based solely on the employee's personal abilities, skills and professional levels.

The Company tends to balance the presence of men and women in the workplace, both by specific sector and by specific job, favouring diversity and the psycho-physical well-being of all personnel. In fact, the Company addresses the opportunity to receive specific training on the improvement of professional skills and the management of obstacles that may arise in the workplace.

WAGE EQUITY

Dinamica Generale SPA, in compliance with the provisions of the CCNL, guarantees equal pay to employees by including benefits, bonuses and welfare programmes and respecting the needs of people of all genders and ages.

PARENTING, CARE

With respect for the human person and realisation of private life, in Dinamica Generale SPA, full enjoyment of the right to parental leave is recognised, encouraging, in particular, the request for paternity leave.

The company protects and guarantees the maintenance of working conditions prior to leave, supporting the worker in the reintegration phase with specific support activities (granting part-time work, if specifically requested)

WORK-LIFE BALANCE

Dinamica Generale SPA, favours the full reconciliation of private and work life times by preparing measures aimed at offering employees the possibility of smart working and flexible working hours. Work activities are arranged only during the scheduled working hours, guaranteeing and allowing everyone to participate without exceeding the pre-established working hours.

DISCRIMINATION AND PREVENTION OF ALL FORMS OF PHYSICAL, VERBAL, DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

Any form of physical, verbal or digital abuse in the workplace is prohibited. In this regard, the Company has a Plan for the prevention and management of harassment involving a preventive risk assessment and an analysis of reported adverse events. Dinamica Generale SPA also pays particular attention to the language used between and towards employees, raising awareness of the need for communication to be as polite and neutral as possible.

Dinamica Generale SPA condemns any form of discrimination among its workers, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class. Both when hiring and searching for personnel and when it comes to promotions and/or company bonuses Dinamica Generale SPA undertakes to disregard factors such as those listed above, implementing a process managed as described in the procedures (personnel selection and management).



Should episodes of discrimination or abuse occur, employees have full freedom to report them by filling in anonymous forms made available to all workers.

Dinamica Generale SPA's purpose is to succeed in applying these principles throughout the supply chain, with a view to continuous improvement and worker satisfaction.

Poggio Rusco, 04/04/2024

CEO
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