

GENDER EQUALITY POLICY

THE PURPOSE AND EFFORTS OF OUR ORGANIZATION – CE.SUB. SRL

As established in the purpose of its management system, our organization, CE.SUB. SRL, intends to ensure gender equality with regard to the presence and professional development of women within the organization.

In this regard, the organization aims to enhance the diversity represented across the various roles operating within CE.SUB. SRL and to maintain processes capable of promoting and developing female empowerment throughout its business activities.

In pursuing and maintaining this objective, CE.SUB. SRL focuses its efforts on the following areas identified by the UNI/PdR 125:2022 guideline:

1. Culture and Strategy
2. Governance
3. HR Processes
4. Opportunities
5. Pay Equity
6. Parenthood

CE.SUB. SRL believes that developing a cultural model that promotes gender equality, in addition to generating “social value” recognized and appreciated within the European institutional and economic context, represents a key factor in the development of the business activities carried out by CE.SUB. SRL.

RESULTS BASED ON THE SATISFACTION ON THE INTERESTED PARTIES

For this reason, CE.SUB. SRL intends to ensure gender equality through concrete actions that, in addition to complying with the requirements and indicators established for each of the areas identified, are genuinely and concretely appreciated by the women working within the organization, who are the key stakeholders in relation to the outcomes generated by the management system.

With the intention of paying close attention to stakeholder satisfaction at every stage and in every circumstance of a woman’s working life within CE.SUB. SRL, the organization has chosen to consider this “life cycle” through the following aspects:

- Recruitment and Hiring
- Career Management
- Pay Equity
- Parenthood and Caregiving
- Work-Life Balance
- Prevention of Abuse and Harassment

For each of the following aspects, CE.SUB. SRL has established more specific policies, which are set out below. Each policy, which expresses the principles that guide CE.SUB. SRL, has been associated with specific and measurable gender equality objectives, as defined in the Strategic Plan.

SPECIFIC GENDER EQUALITY POLICIES

CE.SUB. SRL, in relation to the analysis of its business processes, has identified and established the principles to be observed with regard to each of the following areas.

These principles constitute the guiding criteria for the processes aimed at addressing:

- Existing gaps in relation to the indicators established by UNI/PdR 125:2022;
- The needs of women within the organization, who are considered the key stakeholders in relation to the results generated by the system.

POLICIES:

RECRUITMENT AND HIRING

In the recruitment and hiring activities for personnel to be employed in our business operations, our organization, in view of continuous improvement, complies with the following principles:

- The selection of candidates must be conducted in a gender-neutral manner.
- The selection criteria must take into consideration requirements related to personal qualities, such as:
 - Professionalism
 - Competence
 - Specialization
 - Experience
- The recruitment and selection process must not include questions relating to marital status, pregnancy, or family responsibilities.
- The selection process must take into account the need for a balanced representation of women and men within the workforce as a whole.
- Positions relating to managers, business unit heads, roles reporting directly to senior management, and positions with budgetary responsibility must be distributed in a balanced manner.
- The position and related responsibilities established at the time of hiring must provide for remuneration based on the duties and responsibilities of the role, without being influenced by gender.
- The selection process must take into account the need for a balanced proportion of women and men whose employment contracts include variable remuneration.

CAREER MANAGEMENT

Our organization recognizes that business performance depends on its people. Therefore, career development opportunities are based solely on individual performance and merit, regardless of gender.

With continuous improvement in view, career development is managed according to the following principles:

- The assignment of roles and responsibilities should promote a balanced gender representation in leadership.
- Career paths are designed and communicated regardless of gender.
- Career opportunities are accessible to all employees, with gender equality maintained transparently.
- The working environment should ensure that everyone has the technological and physical conditions needed to perform effectively, with due attention to safety, comfort, and well-being.
- Training for skills development and awareness is a fundamental process for removing career barriers and supporting gender-balanced leadership.
- In relation to appointments to the Board of Directors (BoD), at least one-third of the Board shall be represented by women.
- Employee departures from CE.SUB. SRL, including dismissals, is monitored with particular attention to gender-based turnover.
- Promotions always take into account gender balance at each organizational level.

PAY EQUITY

Our organization ensures pay equity regardless of gender, both at the time of hiring and throughout employees' careers. CE.SUB. SRL does not differentiate remuneration costs based on gender.

In determining, awarding, and adjusting remuneration, CE.SUB. SRL complies with the following principles:

- Remuneration based on the role and responsibilities assigned. Any benefits or performance-related bonuses are based solely on measurable and recognized results.
- Remuneration, bonuses, and benefits are documented and transparently communicated to all staff.
- The criteria governing remuneration, bonuses, and benefits is documented and accessible to all staff.
- All staff has the right to report any suspected pay disparities.

PARENTHOOD AND CAREGIVING

Our organization does not create any barriers to parenthood and shall support maternity and paternity leaves through measures that help employees balance their work commitments with family and caregiving responsibilities. CE.SUB. SRL upholds this commitment based on the following principles:

- Maternity and paternity leaves are supported through training, information, and reintegration programs.
- Maternity leave is supported before, during, and after childbirth.
- Paternity leave should be actively promoted to encourage all eligible employees to use the full period provided by law.
- Employees returning from parental leave shall be supported through specific reorientation and reintegration initiatives.
- CE.SUB. SRL actively supports employees with caregiving responsibilities through concrete initiatives and appropriate measures.
- Support for fathers and mothers is enhanced through the provision of dedicated services for children, such as vouchers for sports activities.

WORK-LIFE BALANCE

Our organization strives to enable employees to effectively manage their work and personal lives by promoting a work dynamic that supports both business objectives and their physical and psychological well-being, while allowing greater flexibility and autonomy.

The principles governing work-life balance are as follows:

- Work-life balance measures are available to all employees, regardless of gender.
- CE.SUB. SRL makes it possible for part-time work, flexible working hours, and smart working arrangements.
- CE.SUB. SRL enables all employees working remotely, regardless of their employment contract, to connect remotely for work activities and participate in meetings.

PREVENTION OF ABUSE AND HARASSMENT

Our organization rejects all forms of abuse and harassment and adopts a zero-tolerance approach, implementing measures to prevent and address such conduct. CE.SUB. SRL shall implement prevention measures based on the following principles:

- Risks related to abuse and harassment are identified and assessed.
- The organization plans and implements preventive measures to address identified risks.
- Employees have the right to report suspected or actual cases of abuse and harassment.
- The organization provides full protection against any form of retaliation for persons making a report.
- The organization investigates and assesses any reported cases of abuse and harassment.
- The organization promotes respectful, inclusive, and gender-neutral communication.

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