

The Management of **CIMPLASTA Srl** has defined this policy within the framework of the **Gender Equality Management System**, in compliance with **UNI/PDR 125:2022**.

Gender equality is a condition in which individuals receive equal treatment and have equal access to resources and opportunities, regardless of gender.

GENERAL PRINCIPLES

Within its Gender Equality Management System, the company commits to:

- Recognizing gender equality as an important element of corporate social responsibility and a strategic factor for increasing value creation and company development;
- Promoting gender equality at all levels and overcoming stereotypes, discrimination, or prejudice in every stage of the employment relationship;
- Creating a workplace free from any gender-based discrimination, violence, or harassment;
- Supporting and valuing maternity/parenthood in all its phases, including protecting employment and guaranteeing the same salary level upon return from maternity leave;
- Aligning all internal and external communications with the values of gender equality;
- Directing top management to establish the stated principles and objectives and allocate the necessary resources to achieve them;
- Demonstrating commitment to gender equality;
- Valuing diversity and women's empowerment;
- Opposing and addressing any behavior that is inconsistent with this policy;
- Ensuring that those who oppose inappropriate behavior, and those affected by it, are protected and supported;
- Promoting an inclusive culture based on respect;
- Guaranteeing equal participation in training and development opportunities, including leadership courses, for both genders, to enhance the professional growth of employees and help them reach their full potential;
- Implementing internal mobility and succession planning for managerial positions consistent with the principles of an inclusive and gender-equal organization;
- Ensuring that all employees treat others with dignity, respect, and fairness, and behave in accordance with this policy;
- Complying with gender equality laws and regulations;
- Disseminating the content of this policy and making it available to stakeholders;
- Allocating the necessary budget to achieve and maintain the company's gender equality objectives;

- Raising awareness and training employees on gender equality issues;
 - Continuously improving the Gender Equality Management System.
-

The Management identifies the following key areas to be developed for gender equality, for which objectives are defined that are specific, measurable, achievable, realistic, and time-bound, with clearly assigned responsibilities:

- Recruitment and hiring;
 - Career management;
 - Gender pay equity;
 - Protection of parenthood and caregivers;
 - Work-life balance;
 - Prevention of any form of physical, verbal, or digital abuse (harassment) in the workplace.
-

This policy must be respected by all employees in their interactions with colleagues and anyone they come into contact with while performing their duties. Special attention must be given by company leadership and management roles to respect, promote, and implement this policy by setting an example and ensuring compliance with its principles.

Anyone may, in good faith or based on a reasonable belief, report concerns or suspicions regarding alleged or actual violations of this policy through the internal procedure. Reports (which may also be made anonymously) will be treated confidentially to protect the identity of the reporter and others involved or mentioned.

The company guarantees that no one will suffer retaliation, discriminatory treatment, or disciplinary measures for making such reports.

Date: 21/02/2025