

GENDER EQUALITY POLICY ACCORDING TO UNI/PdR 125:2022

The Management of Ruspa Officine S.p.A., always attentive to the evolution of the market and the needs of the company, implements a policy aimed at promoting gender equality not only within itself, but trying to promote relations and commercial relations with companies and professionals equally engaged in telematics of inclusion and gender equality, has decided to establish and implement a management system in accordance with the document UNI/PdR 125:2022 "Guidelines on the management system for gender equality". The Management of Ruspa Officine S.p.A., in collaboration with the Steering Committee (otherwise called the Equality Committee), has therefore decided to adopt a policy that proposes to enhance and protect diversity and equal opportunities in the workplace, pursue gender equality, enhance diversity and support female empowerment. For the above, the Ruspa Officine S.p.A. Management:

- undertakes to guarantee staff equal access to roles of responsibility with equal skills, qualifications and abilities;
- undertakes to offer staff a fair salary level according to the competence, ability and professional experience of each employee with the aim of pursuing pay equity;
- is committed concretely to the family welfare of its staff both in economic terms and in terms of flexible working hours and agile work;
- undertakes to train and raise awareness of staff on issues related to gender equality, such as Inclusive language, gender stereotypes, prejudice, harassment, mobbing;
- is committed to communicating, both internally and externally, its will to pursue gender equality, enhance diversity and support female empowerment. The Ruspa Officine S.p.A. Management also undertakes to ensure that this policy is:
- communicated and disseminated within the organization and to its interested parties;
- the subject of training and awareness of the company management;
- reviewed or confirmed periodically during the review phase on the basis of the events, changes and results of the monitoring and verifications;
- coordinated by a responsible figure, designated by the management and in possession of organizational and gender skills.

In order to pursue its policy regarding gender equality, the Ruspa Officine S.p.A. Management, in collaboration with the Gender Equality Committee, has defined a strategic plan necessary for its implementation, setting a management model that guarantees over time the maintenance of the defined and implemented requirements, measuring the progress of the results through the preparation of specific KPIs, identified on the basis of the 6 thematic areas indicated by UNI/PdR 125:2022:

- Culture and strategy: improvement of the work environment by promoting inclusion, gender equality and enhancement of gender diversity, overcoming stereotypes, discrimination Or prejudices (even unconscious) related to gender issues.
- Governance: implementation of a governance model aimed at defining the appropriate organizational principals and the presence of the minority gender in the organization's management and control bodies as well as the presence of processes aimed at identifying and remedying any form of non-inclusion.
- HR processes: implementation of HR processes, related to all aspects of the employment relationship such as hiring, integration, training, skills development, promotion, remuneration, termination, based on principles of inclusion and respect for diversity.
- Opportunities for growth and inclusion of women in the company: improving the organization's ability to offer gender-neutral career and internal growth paths. • Remuneration equity by gender: implementation of processes for the equity of remuneration between genders, also including benefits and welfare systems.
- Protection of parenthood and work-life balance: implementation of policies to support staff in their parenting and caregiver activities.

Robassomero, October 01, 2024

Signature