



Gender Equality Policy

INTRODUCTION

At the initiative of the Management and in coordination with the Steering Committee¹, we have decided to adopt this global Gender Equality Policy with the aim of pursuing, enhancing and protecting:

- male-female diversity;
- equal opportunities in the workplace;
- female empowerment.

We are convinced that we too can and must make our contribution to global cultural change in order to achieve fairer Gender Equality, and we will do so starting from our own organization. Our commitment will therefore be directed towards maximizing progress in the areas of employment and representation of every gender. We will do this through concrete actions and starting from our own reality. We are committed every day, and will increasingly commit ourselves, to overcoming the stereotypical view of roles and hopefully we will seek to become increasingly attractive to female talent, thereby supporting the social and economic growth of the Country.

We believe:

- in the principles of Equality and Equal Rights affirmed and protected by our Constitution;
- in the objective of full female employment;
- in effective equality between men and women in the world of work;
- in the recognition of family care activities as a moment for acquiring important skills;
- in the need for concrete and planned actions to promote substantial equality;
- in the tool of Gender Equality Certification as an effective lever for progress.

OUR PATH TOWARDS GENDER EQUALITY

With the aim of carrying out our mission in the best possible way and in line with our strategic vision, we have **decided to adopt in Itap a Gender Equality Management System (SGPG) compliant with UNI/PdR125:2022**, considering it a valid tool for ensuring gender equality in relation to the presence and professional growth of women, enhancing an inclusive culture and the activation of processes capable of developing female empowerment.

Achieving certification in Itap will represent only the first step in a path of implementing gender equality policies, with a view to improving and promoting gender equality. This certification aims to support and encourage the organization to adopt suitable policies to reduce the gender gap, with consequent benefits for staff well-being, as well as reputational and ethical impacts.

¹ Internal collegial body regulated by means of a specific regulation and necessarily composed of the Chief Executive Officer (or his/her delegate), the Human Resources Director (or equivalent figure) and other optional members.

THE INSPIRING PRINCIPLES AND OBJECTIVES

The fundamental Principles underlying the Gender Equality Policy of ITAP S.p.A. are:

- impartiality and inclusiveness
- fairness and transparency
- enhancement of staff
- protection of the person
- opposition to every form of violence and discrimination

We will pay particular attention to and focus on the above principles, so that our SGPG satisfies the requirements specified in UNI/PdR 125:2022 and is in line with the Gender Equality Strategy 2020-2025 defined by the European Union. This strategy aims to achieve a series of key objectives to promote gender equality in various sectors of society.

The main ones are to end gender-based violence; combat gender stereotypes; close the gender gap in the labour market; achieve equality in participation in the various economic sectors; address the issue of the pay and pension gap between men and women; close the gap and achieve gender balance in decision-making and politics. The strategy pursued by the EU follows the dual approach of **integrating the gender dimension into all policies and of intersectionality**.

In light of the above, the objectives we can pursue are:

- increase women's participation in the labour market, with the objective of full female employment;
- reduce the pay and pension gap between men and women, also to combat female poverty;
- promote equality between men and women in decision-making;
- combat stereotypes and gender-based violence, and protect and support victims.

THE COMMITMENT OF THE MANAGEMENT

To support the achievement of the stated principles and objectives, in agreement with Itap's Management we consider the adoption of the SGPG and the consequent development of an organizational model that promotes gender equality and enhances equity and inclusiveness to be fundamental.

At ITAP **we will commit ourselves:**

- **to adopting tools to prevent every form of gender discrimination** and to combat any act harmful to the dignity of staff, regardless of the role held and the level of responsibility;
- **to enhancing diversity in every company process:** from the search for and selection of human resources to access to training, from the definition of remuneration policies to performance assessment and the assignment of reward systems, from the selection of suppliers to the provision of services and the supply of products;
- **to supporting staff family welfare** through working methods that promote the reconciliation of professional activity and private life;

- **to promoting information, awareness-raising and staff engagement actions** on the topics of equal opportunities and female empowerment, avoiding stereotypes and promoting the visibility of the female contribution;
- **to promoting communication**, also through marketing and advertising activities, that transparently declares the intention to achieve gender equality and enhance diversity and support female empowerment.

MONITORING AND IMPLEMENTATION OF THE POLICY

The general Gender Equality Policy provides for the definition and periodic review of objectives, in order to assess their suitability and the need to make changes or additions, under the direction of the Gender Equality Steering Committee.

The Steering Committee represented by the “Gender Equality Management System Manager” verifies compliance with the planning, updates its Work Progress Status and carries out the necessary monitoring of the qualitative and quantitative KPIs established in Section 5 of the aforementioned “Guidelines on the management system for Gender Equality”², in order to ensure organizational progress and the maintenance of the defined and current requirements.

Should the “Gender Equality Management System Manager” detect a delay or failure to achieve the established objectives, if not even a regression of the company culture regarding Equality, or should he/she detect changes or events so significant as to require a revision intervention, subject to the consent of the Steering Committee, he/she will promptly carry out the necessary corrective actions.

Should no need to amend the general Gender Equality Policy arise from the aforementioned monitoring within 12 months of the last review, the Management and the Steering Committee nevertheless undertake to officially request a diligent update from the “Gender Equality Management System Manager”.

INTEGRATION WITH HUMAN RESOURCES MANAGEMENT POLICIES

The Management supervises so that the Steering Committee appropriately updates the policies relating to personnel management³, so that they are consistent with the objectives of this global Gender Equality Policy, namely pursuing, enhancing and protecting male-female diversity, equal opportunities in the workplace and female empowerment.

² The KPIs are divided into the following 6 areas: Culture and strategy, Governance, HR Processes, Growth opportunities and inclusion of women in the company, Remuneration and gender equity, Protection of parenthood and work-life balance.

³ With reference to the phases of personnel selection and on-boarding, contracting, remuneration and incentives, management of absenteeism (holidays, leave, illness, injury, maternity, etc.), training, career plans and disciplinary measures.

INTEGRATION WITH COMMUNICATION POLICIES

The Management supervises so that the Steering Committee appropriately updates the policies relating to internal and external communication, marketing and advertising so that they are consistent with the objectives of this global Gender Equality Policy, namely pursuing, enhancing and protecting male-female diversity, equal opportunities in the workplace and female empowerment.

INTEGRATION WITH MANAGEMENT TRAINING ACTIVITIES

This Policy is the subject of training and awareness-raising for personnel belonging to company management, since it is widely illustrated in the internal training path, which includes, in addition to the usual classroom teaching activity, also moments of discussion and verification of the actual acquisition of the fundamental concepts through the administration of a questionnaire.

DEDICATED ANNUAL BUDGET

The Management assigns the Steering Committee specific economic resources intended for the implementation, development and updating of the activities provided for in the Strategic Action Plan for achieving the objectives described in this document.

INTERNAL SHARING AND DISSEMINATION OF THE POLICY

The Management, in coordination with the Steering Committee, arranges the widest dissemination of this text within the organization and possibly to other interested parties (internal and external stakeholders), through internal communication and publication on the institutional website.

CONCLUSION

This gender equality policy is an ongoing commitment by ITAP S.p.A. to creating an equitable and inclusive working environment for all staff. We believe that gender equality is fundamental to our success and we are committed to doing our part to promote diversity and inclusion in our organization and in our community.

The Chair of the Steering Committee

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