

Gender equality decalogue

1. Ensure women's equal participation to work

Commit to management practices that promote an inclusive culture of professional growth, through procedures for the equal management of all career stages (including selection, hiring and advancement) and for the continuous monitoring of gender pay equity.

2. Integrate the principle of gender equality into management processes

Adopt and implement at all levels of the organization a Gender Equality Policy and a Gender Equality Strategy, aimed at defining goals and actions for the improvement of the corporate climate, adequate organizational controls and gender equality in corporate leadership.

3. Develop a culture of equality and break down gender stereotypes

Promote the development of a culture of equality and inclusion of women, involving all managers and constantly monitoring climate and relationships, in order to overcome the stereotyped vision of roles, guarantee compliance with the equality strategy and incorporate the paradigm into the company's DNA.

4. Use inclusive language

Valorise women and diversities by encouraging the use of inclusive language, i.e. forms of expression that promote linguistic visibility, eliminate stereotypes, combat discrimination while protecting the humanity of all speakers.

5. Provide training

Promote the diffusion of the culture of equality through the provision of training on all topics involved at all company levels, through communication on company information channels and by organizing events, moments of dialogue and workshops.

6. Condemn all forms of abuse, harassment and discrimination

Condemn and sanction all forms of abuse, harassment and discrimination and encourage the reporting of any violence, systematically informing on the reporting channels and the procedures to manage such phenomena, which are developed to ensure the confidentiality of the whistleblowers and to protect them from retaliation.

7. Promote work-life balance

Provide concrete tools to promote a healthy work-life balance by developing a corporate welfare program which includes services for families and for the mental and physical well-being of staff, activating procedures that enhance the experience of parenthood, applying work flexibility where possible, providing care for working relationships and constantly tracking the needs and level of satisfaction of the staff.

8. Monitor, evaluate, improve, share

Monitor progress, evaluate the impact of planned actions and share progress in achieving gender equality with all interested parties, implementing a management system to maintain the requirements defined and achieved over time and to measure the progress of KPIs, or key performance indicators.

9. Communicate to staff

Inform and raise awareness among staff on gender equality issues, including the transmission of documents, policies adopted and actions undertaken by the company to achieve its objectives, activating all company channels such as newsletters, noticeboards, posters and website in order to communicate the company's commitment, its projects and its results.

10. Raise awareness among stakeholders

Promote gender equality by bearing witness to the desire to pursue it with stakeholders such as customers, suppliers, partners, public administration, magazines, associations and other local bodies, through the sharing of documents, policies adopted and actions undertaken by the company to achieve its goals on the various company channels such as newsletters, social media and website.