

Gender Equality Strategy

Area 1: Selection and hiring management

Goal: Manage the selection and hiring of personnel in a systematic and uniform way

Action: Adoption of the PROCEDURE FOR SELECTION AND RECRUITMENT MANAGEMENT (PPG01), which describes the selection and hiring methods aimed at preventing gender inequality and defines the tasks within the company in a clear and gender-neutral way. In carrying out personnel recruitment and selection activities, the Company guarantees equal opportunities in access to employment, without any discrimination for reasons of gender, nationality, religion, political opinion, personal and social conditions. The company also involves any suppliers and other stakeholders by sharing gender equality policies.

Area 2: Roles

Goal: Have an organizational chart and job description that respects gender equality and non-discriminatory language

Action: Adoption of Revision 17 of the company organization chart, with the inclusion of the Manager of the Gender Equality Management System and the Gender Equality Steering Committee and the addition of name and surname for each role, to determine gender. The job description is already present (there is no official communication of the job description to the staff).

Area 3: Career management

Goal: Manage career advancement systematically and not only upon request, with the adoption of a procedure managed by the HR Department and involving all function managers, who will adopt the same evaluation criteria

Action: Adoption of the CAREER MANAGEMENT PROCEDURE (PPG03), which describes the management of career advancement in order to ensure non-discrimination and equal opportunities in professional development and promotions, basing them exclusively on professional skills and levels, as well as the monitoring of promotional actions and the transparency of the data relating to them. In particular, chapters 3 and 4 define the operating methods and criteria for deciding career advancement. The policy (which includes evaluation of each employee and department) has been shared with the staff. It also contains a rule specifying opportunity for internal staff to access new positions.

Goal: Promote welding courses exclusively for women in the local community, in order to create new job opportunities in a predominantly male sector and with possible hiring in the company

Action: Organize, promote and deliver welding courses for women, in collaboration with local organizations such as CENTRO DONNA or the BABINI cooperative.

Area 4: Pay equality

Goal: Adoption of a procedure for the continuous monitoring of gender pay equality

Action: Adoption of the PROCEDURE FOR THE MANAGEMENT OF WAGE EQUITY (PPG04), which guarantees wage and remuneration equality without any discrimination. A control mechanism is set up to avoid practices that do not correspond to the declared non-discriminatory policies, including salaries, benefits, bonuses, welfare programs.

Area 5: Parenting and care

Goal: Fully and systematically inform staff about the available paternity leave and permits and how to use them, to address the lack of awareness among male staff

Action: the company uses the internal newsletter tool, shared monthly with all staff. The Marketing Department therefore plans to include information on paternity leave and permits and how to use them in the January 2024 newsletter, i.e. 10 days from birth and 5 months up to the child's thirteenth birthday.

Goal: Monitoring and management of paternity leave at the birth of the child by the HR Department and the Department Managers, to address the lack of systematic control and management

Action: Adoption of the PARENTHOOD AND CARE PROCEDURE (PPG5), which establishes the activation from January 2024 of the management and recording of the 10 days of paternity leave, in order to verify that they are used correctly and in accordance with company productivity.

Goal: Activation of initiatives that valorise the experience of parenthood as a moment of acquisition of new skills for the benefit of the person and the company, and which protect the relationship between the person and the company before, during and after maternity/paternity

Action: Adoption of the PARENTHOOD AND CARE PROCEDURE, which especially on chapter 3 describes specific strategies to promote engagement during leave such as access to training courses and frequent and regular interviews with their Managers, valorizing the experience of parenthood seen as a moment of acquisition of new skills, constructive discussion and realignment of mutual needs.

Goal: Completely and systematically inform staff way about the tools to valorise parenting

Action: Insert information in the internal newsletter about the tools made available for enhancing parenting.

Goal: Development of methods to help employees effectively manage their return to work and overcome any difficulties or uncertainties by using training modules appropriate to the role

Action: Adoption of the PARENTHOOD AND CARE PROCEDURE, especially on chapter 4 describes specific strategies to support employees when rejoining the company after leave, such as the creation of reintegration plan, the immediate assignment of appropriate tasks and access to mentoring where available.

Goal: Fully and systematically inform staff about the tools for the efficient management of the return to work

Action: Insert information in the internal newsletter on the tools made available for the effective management of the return to work.

Goal: activate further benefits for parents to increase work-life balance

Action: In the Work-Life Balance policy, in the second chapter of page 1, there is an additional benefit for parents of children up to 3 years of age: *For parents of children up to 3 years of age, the Department Head can evaluate the granting of flexible exit for a maximum of 3 days per week, based on production needs and which cannot be combined with the flexible exit in the paragraph above.*

Area 6: Work-life balance

Goal: Analyze absenteeism data by gender to track staff satisfaction, whether they feel comfortable in their workplace and whether they will go there willingly, therefore being less inclined to stay away from work for long periods

Action: Adoption of the PPROCEDURE FOR WORK-LIFE CONCILIATION (PPG6), which describes the actions implemented by the company to favor a healthy work-life balance, applied without distinction or discrimination to all staff.

Goal: Annually analyze via questionnaire the staff's level of satisfaction relating to work-life balance

Action: As indicated in the PROCEDURE FOR WORK-LIFE BALANCE, the questionnaire will be distributed annually to staff and the results will be presented to the Steering Committee for Gender Equality, which will propose actions to be taken in the Strategic Plan for Gender Equality. The survey was carried out by both the Steering Committee for Gender Equality and the Welfare Committee through the Shared HR function, where Corinna Crippa (Welfare Manager) and Enrica Severi (Corporate Psychologist) conducted a survey of well-being with both quantitative and qualitative analysis.

Goal: Adoption of services for female staff in addition to the already existing welfare

Action: The BLU DONNA project provides additional welfare services dedicated only to female staff and aimed at improving work-life balance. It has been active since 2019 and sponsored by partners Sandra Ceccarelli and Stefania Montalti, and starting from 2024 it will expand into a larger container called METALLI NASCOSTI, sponsored by the company and including evenings dedicated to the presentation of the annual program as well as dialogue and reflection. The BLU DONNA project was renewed in 2025 with the launch of the new catalog on March 18, 2025, during an event with dinner for employees offered by the company. On March 8, we also purchased as is our habit the solidarity mimosa of IOR (Romagna Oncology Institute) for all female employees.

Goal: Promote staff well-being by optimizing the company welfare program to make it increasingly targeted and usable by staff

Action: Convene an assembly meeting with the Welfare Manager at least twice a year to explain to staff what the welfare program offers, how it works and how to use it. Send a satisfaction questionnaire at least once a year to monitor the satisfaction rate relating to the company welfare and the needs of employees. In addition to the listening desk run by Doctor Enrica Severi, there is a desk with a Welfare Manager available to staff, which has been strengthened on a monthly basis. Welfare Manager Corinna Crippa held a meeting on March 28, 2025 and a summary of the information transmitted was sent to all staff. In the first semester, a brochure dedicated exclusively to the corporate welfare program and its methods of use will also be published.

Goal: Promote the well-being of staff by proposing the carrying out of certain activities at the company headquarters, in order to increase free time outside working hours

Action: The company gym activity was started in May 2023 and will be repeated throughout 2024. It takes place during the lunch break and is offered by the company to all staff who wish to join. Starting from the second half of 2025, the company-owned land lot next to the company will be used and health areas and trails will be created to practice sports in this green area, including a basketball court. We are at the stage of acquiring quotes. A Company Garden has also been set up, self-managed by employees on the company-owned land.

Goal: Adoption of further services and activities that promote work-life balance

Action: In 2025, the activation of the company delivery boy and laundry service will be evaluated. An appointment has been set with the supplier for May 2025 to evaluate methods and management.

Goal: Promote issues relating to Corporate Welfare among all staff

Action: In October 2024, a training event entitled NEXT STEPS IN WELFARE was held within the LUOGHI COMUNI project. Corinna Crippa (Welfare Manager), Enrica Severi (Corporate Psychologist), Alessandra Mallamo (Good Com Sustainable Communication Agency) and Stefania Montalti (Coordination of the Sustainability Strategy) spoke. During the event, the company shared the results of the survey of corporate well-being with qualitative and quantitative analysis, the proposal of the Decalogue for Daily Sustainability developed on the basis of the workshop during the event THERE ARE NO MORE MIDDLE SEASONS and the new welfare activities offered by the company.

Goal: promote activities to be carried out in the company, to improve the corporate climate and work-life balance

Action: establishment of the CRAL (Workers' Corporate Recreation Committee) with the support of Welfare Manager Corinna Crippa and activation of activities managed by the committee. The committee participants are volunteers among the staff. In March 2025, a survey was given to all staff on the activities to be carried out.

Goal: promote training and information sessions in collaboration with local organizations

Action: In 2024, two meetings were held to promote women's and men's health and prevention in collaboration with FORLÌ PRIVATE HOSPITALS. A meeting on nutrition is planned for 2025.

Goal: Promote training and information meetings with various pension funds for severance pay and pension fund management

Action: In 2025, meetings were held with pension funds (with FONDO DI CATEGORIA METALMECCANICA FONDAPI, ZURICH BANK, AZIMUT) to give staff the opportunity to choose the most appropriate fund, but also to provide training and information on the related management and opportunities.

Area 7: Prevention of abuse and harassment

Goal: Activate a procedure for the management, monitoring and analysis of any phenomena relating to harassment and abuse

Action: Adoption of the PROCEDURE FOR THE PREVENTION OF ABUSE AND HARASSMENT (PPG07), which defines the methods that the company adopts to manage and prevent events of this type, through 1) the establishment of a Whistleblowing channel pursuant to Legislative Decree. n. 24/2023 implementing European Directive No. 1937/2019, which provides for the sending of a report to an external or internal function of the company or 2) report to Doctor Enrica Severi, a psychologist external to the company who already manages the Psychological Support Service.

Goal: Carry out an assessment of the risk of harassment and abuse on the current state of the company, in order to evaluate strategic actions

Action: : In January 2024, a random questionnaire was sent to all women and staff with physical or psychological frailties, which will be followed by an analysis of the results within the first quarter of 2024 and the inclusion of the risk assessed in the company DVR.

Goal: Adopt a zero tolerance policy towards abuse and harassment, fully informing staff of reporting channels.

Action: Insert information on the zero tolerance policy towards abuse and harassment and the reporting channels in the internal newsletter.

Obiettivo: Promote internal awareness about the prevention of abuse, harassment, violent situations and share channels where to find help

Action: The company organizes meetings with the Forlì CENTRO DONNA, also CENTRO ANTIVIOLENZA, who among other things are responsible for the women's shelter in Forlì. The meetings are held during working hours, open to all staff and deal with issues of gender ed violence, offering information on the channels to use.

Area 8: Psychophysical well-being

Goal: Promote the psychophysical well-being of employees

Action: In July 2025, the company will offer its support to a bike ride for women against gender violence.

Goal: Promote socialization and dialogue among female employees

Action: The BLU DONNA project provides additional welfare services dedicated only to female staff and aimed at improving work-life balance. It has been active since 2019 and sponsored by partners Sandra Ceccarelli and Stefania Montalti, and starting from 2024 it will expand into a larger container called METALLI NASCOSTI, sponsored by the company and including evenings dedicated to the presentation of the annual program as well as dialogue and reflection. The BLU DONNA project was renewed in 2025 with the launch of the new catalog on March 18, 2025, during an event with dinner for employees offered by the company. On March 8, we also purchased as is our habit the solidarity mimosa of IOR (Romagna Oncology Institute) for all female employees.

Area 9: Training

Goal: Training for department heads on gender equality issues, especially raising awareness on inclusive language and behavior and on strategies that favor female empowerment and the overcoming of gender stereotypes

Azioni: The company has established a Committee responsible for the creation of the training plan for the 2025-26-27 three-year period. The piano was called ATHENA, in homage to the Greek goddess of wisdom and the owl that accompanies her, a symbol of knowledge, wisdom, perspicacity and learning. ATENA triples its legal obligations, providing 72 hours of training per employee. ATENA includes a first tranche of courses (called "Prologue") starting in 2024, including the provision of a training course to Department Heads on gender equality and inclusion via the Warrant Hub online platform. A Training Committee is present with Sara Panzavolta as the contact person. The 2025 plan has been sent to the staff and contains training for all staff on Gender Equality and Inclusion as well as an event on the Corporate Relationship with Dr. Enrica Severi, who will also touch on the issues of equality and inclusion.

Goal: Training for all employees on gender equality issues, especially raising awareness on inclusive language and behavior and on strategies that encourage female empowerment and the overcoming of gender stereotypes

Actions: Provision of training events called NUOVI LUOGHI COMUNI (new common places), aimed at company employees but also open to stakeholders such as suppliers, collaborators and other local actors. The event involves speakers who are experts in the topics addressed and is followed by an aperitif aimed at promoting leisure and relationships, in collaboration with local associations such as CavaRei, which offers a Drink Truck operated by disabled people. One on climate change and one on corporate welfare were organized during 2024. An event on the Corporate Relationship is planned for June 2025, which will also touch on the topics of Gender Equality and Inclusion, while an event is planned for November 2025 to raise awareness among employees and stakeholders on women, society and work.

Actions: Distribution of slides and other information materials on gender equality issues through the company newsletter. The material will always be accessible on the company website in a dedicated section, which will be frequently promoted through the various channels of internal company communication.

Area 10: Management System

Goal: Annual calculation of KPIs and drafting of reports

Azioni: The frequency and method of KPI analysis is indicated in chapter 1.5 of the Manual. Consider whether to carry out the calculation every six months to have greater control over the effectiveness of the Gender Equality Management System.

Goal: Improve the input data provided by the employment consultant, diversifying the statistics and reports by function as well as by level of qualifications

Azioni: Complete diversified statistics by Q1 2024.

Area 11: Communication

Goal: Inform and raise awareness among employees on all issues of gender equality, including the Strategy and all policies adopted and actions undertaken by the company to achieve its goals

Action: Sharing the policies in the company newsletter, sharing informational materials and establishing a dedicated section on the company website.

Action: Preparation of a dedicated section on the company noticeboard.

Action: Drafting, distribution and dissemination in company premises through signage of a Gender Equality Decalogue adopted by the Company Management.

Action: Distribution of brochures, flyers, posters and other materials relating to gender equality issues as well as the Gender Equality Strategy and Decalogue.

Action: Creation of a dedicated section on the company website, including information on all issues of gender equality, the policies adopted and the actions undertaken by the company in relation to them, as well as all documents such as the Gender Equality Strategy, Policy, Decalogue and Procedures.

Action: Sharing information and informative materials on gender equality issues through the newsletter channel, focusing in the first quarter of 2024 on inclusive language, pregnancy management and improvement of corporate welfare.

Action: Sharing through the newsletter channel of interviews with CEPI women on topics related to working and personal life as well as gender equality issues.

Action: A Whatsapp Community for employees is present, aimed at sharing all information, materials and events relating to corporate welfare issues, including gender equality.

Action: Encourage the sharing of reflections, feedback and participation in the creation of company activities regarding gender equality, through tools such as the newsletter, the suggestion box, evenings and dedicated workshops.

Action: Launch of the SILO DI BENE Instagram channel, born in May 2025 on the occasion of the training event NON CI SONO PIÙ LE MEZZE STAGIONI on climate change and sustainability, with the aim of sharing in particular the events, meetings, themes on which the company is committed (which excludes everything inherent to production, commercial and marketing activities from this channel.)

Goal: Inform and raise awareness among stakeholders on all issues of gender equality, including the Strategic Plan and all policies adopted and actions undertaken by the company to achieve its objectives

Action: Sharing the Gender Equality Strategy, Policy and Decalogue with stakeholders, via corporate newsletter sent to a database of 6000+ contacts and/or via channels dedicated to Suppliers, Partners, Customers, Temporary Agencies...

Action: Sharing information on all gender equality issues with stakeholders via corporate newsletters and corporate social media, including the policies adopted and actions taken by the company to achieve its objectives.

Action: A dedicated section on the website is present, including the Gender Equality Strategy, Policy and Decalogue.

Action: Distribution of surveys to the supply chain to evaluate its positioning regarding gender equality issues and encourage virtuous behavior.

Area 12: Culture and strategy

Goal: Adapt the company regulations to the calendar and rules in the Strategic Plan for Gender Equality, including the procedure for reporting abuse and harassment but also the policies

Action: The adaptation is planned for the first half of 2025.

Goal: Monitor staff perceptions of gender equality in the company

Action: Provision of a questionnaire aimed at analyzing the perception of staff on equal opportunities in the company, starting from the first year of application of the Strategic Plan for Gender Equality.

Area 13: Relationship and mediation

Goal: promote a policy regarding relationship and mediation between departments, and staff awareness

Action: a Corporate Relationships policy has been drawn up and shared with all staff, relating to the Listening Desk, mediation between departments, the relationship with the company leadership and knowledge of the company.

Area 14: Promotion of sustainability

Goal: Adopt and promote a sustainability policy and share it with stakeholders

Action: a sustainability and impact report has been drawn up with a related strategic plan, that will be shared with stakeholders starting from May 2025.

Area 15: Support and collaboration for inclusion and vulnerability

Goal: ongoing collaborations to support and promote work and social inclusion with people with disabilities, vulnerability, ongoing rehabilitation

Action: There are ongoing collaborations with the social enterprises CavaRei and Altremani, the Forlì District Prison and Techne.