

Gender Equality Policy

Premise

CEPI SpA recognizes gender equality as an **essential element of civilization and affirmation of the universal rights of humanity**. CEPI SpA also recognizes **women's equal participation to work** as a strategic factor for the growth and development not only of our company, but of the economy and of society as a whole.

The principle of **giving back** is one of CEPI SpA's founding values: it translates into a concrete effort to leave a positive trace in the people and communities it works with. CEPI SpA's Ethics Code is built around the 5Ps of sustainable development which includes the **17 sustainable development goals** that define the 2030 Agenda, adopted by 193 UN member countries on 25 September 2015.

Goal 5, in particular, aims to achieve **gender equality and empower all women and girls**: this means **equal opportunities between women and men in economic development, the elimination of all forms of violence against women and girls, and equality of rights at all levels of participation**.

In order to obtain and maintain gender equality in the company, CEPI SpA **commits the management, the employees and all stakeholders** to adopt practices, languages and behaviors that pursue this goal and valorise personal diversity.

Goals

To achieve the goal of gender equality, CEPI SpA has implemented a Management System for gender equality certified to the UN/PDR 125:2022 standard, and has established a corporate policy for gender equality and an Ethics Code, committing to:

- » managing and developing human resources in ways that promote an **inclusive culture** of professional growth, guaranteeing equal opportunities for all staff;
- » **communicating internally and externally**, also through marketing and advertising activities, the desire to pursue gender equality and the valorization of diversity, increasing awareness of women's abilities as well as their ability to participate and share responsibilities on an equal footing with men and with society itself, freeing themselves from cultural and social assumptions and pre-established roles.
- » respecting the **company culture and strategy**;
- » organizational governance aimed at defining **adequate organizational controls and gender equality in high-level corporate leadership**;
- » **HR processes** relating to the different stages in the life cycle of an employee based on the principles of inclusion and respect for diversity;
- » **opportunities for women's growth and inclusion** in the company, by promoting women's training and personal development as well as their autonomy inside and outside of the company with specific training programs such as a welding course for women;
- » **equal pay** for men and women periodically monitored by management;
- » **the protection of parenthood and work-life balance** adopting consolidated actions to support them such as a gym, a Corporate Welfare Committee, a Training Committee, a help desk with a psychologist and new actions such as installing a ping-pong table in the canteen, preparing an equipped green area and a basketball court;
- » a commitment **not to discriminate against female executives and/or managers** in the company.

Actions

The basis of a gender equality policy is the activation of recruitment policies and plans aimed at **promoting and valorising diversity in the broad sense**, which brings value and new impetus to all sectors and areas of the company, and to encourage where possible, **work-life balance** through concrete assistance to staff and families.

CEPI SpA has **always supported its community**, in which it is historically and deeply rooted. It implements a policy aimed at promoting gender equality not only internally, but also by **favoring relations and commercial relationships with companies and businesses equally committed to inclusion issues**.

In particular, in order to achieve the goals set by its policy, the company:

- » is concretely committed to **family welfare**, concrete aid to the families of its employees both in economic terms and in terms of flexible working hours and remote working; a Welfare Committee is established with dedicated consultants to support the staff regarding various requests and with fixed periodic meetings at the company;
- » **condemns all forms of gendered violence and abuse**, does not tolerate and punishes them and encourages their reporting through a dedicated channel on the company website for anonymous reporting, a mailbox in the company and a help desk with a psychologist available to staff upon request;
- » **supports activities and events aimed at promoting gender equality and inclusion** involving every employee regardless of their role and contractual framework, with a periodic monitoring procedure to ensure that the heads of department analyze the situations of their subordinates to request adjustments, promotions, etc. based on merit and without any conditioning due to gender, age, sexual orientation, etc.

- » **encourages participation in training meetings, webinars and debates** by all employees regardless of their role and contractual framework, using monthly newsletters, social platforms such as Instagram “Un silo di bene”, internal meetings with all staff during working hours, collective debates and workshops such as “There are no more half seasons, imagining new common places” held in May 2024;
- » **measures and reports progress** in achieving gender equality, sharing the results with all staff periodically and also analyzing their satisfaction through questionnaires;
- » **engages, shares and promotes a culture of gender equality to external stakeholders** through periodic newsletters, website, specific email communications, corporate social media;
- » **adopts a non-discriminatory policy for female executives and/or managers** in the company by adopting the same methods for growth and corporate inclusion for each member of the organization’s management.