

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.

Goal: Improve the formalization of job advertisements by using neutral language and sharing the Recruitment and Hiring procedure with partner agencies

Action: Systematically send the PPG02 policy to all agencies collaborating with Cepi, ensuring it is returned countersigned, and share the procedure with the managers responsible for social media job postings

Area 2: Roles

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

Action: The corporate organizational chart has been updated to include the Gender Equality Management System Manager and the Gender Equality Steering Committee, with individuals listed by full name to specify gender. The job description handbook was finalized in 2025 and distributed to staff during the 'NUOVI LUOGHI COMUNI - RELAZIONI E LAVORO' event; it is now available to all personnel in a shared server folder. Additionally, Department Heads are consulted periodically to ensure the descriptions remain up to date.

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. The assessment process has not yet commenced; it is scheduled to launch in April 2026 using form MOD. CR_rev00, which will be distributed by the HR Manager to Department Heads.

Goal: Systematically analyze turnover by gender to evaluate strategic actions for improvement in this area.

Action: Evaluate strategic measures during the Management Review to reduce female turnover rates.

Goal: Promote local training programs and welding schools in collaboration with external partners, exclusively for women. The goal is to create new career opportunities in a male-dominated sector and establish a pipeline for potential recruitment within 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.

Action: In September 2026, employee Asia Verni will be the first to return from maternity leave since the implementation of the Gender Equality Plan (PDG). Having voluntarily opted into the maternity return program, the company will now proceed with its formal implementation.

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 outlined in PPG06 – Work-Life Balance Procedure, a staff questionnaire will be distributed annually. The results will be presented to the GESC (Gender Equality Steering Committee), which will then propose actions for the GEAP (Gender Equality Action Plan). This process is managed by the GEM (Gender Equality Manager) and the Welfare Committee through the Shared HR function. In 2024, Corinna Crippa (Welfare Manager) and Enrica Severi (Company Psychologist) conducted a wellbeing assessment using both quantitative and qualitative analysis. Enrica Severi conducted a follow-up qualitative assessment in 2025, while the quantitative portion is scheduled for the second semester of 2026 via survey. Additionally, the specific Work-Life Balance Satisfaction Questionnaire for Gender Equality will be collected in March 2026.

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: To promote employee wellbeing by providing on-site activities designed to maximize personal time outside of working hours.

Action: The corporate gym program was launched in May 2023. Classes are held during the lunch break and are offered by the company to all interested staff members. In 2025, the facilities were further expanded with the installation of a basketball court in the green area adjacent to the headquarters, alongside the establishment of a Company Vegetable Garden managed by the employees on company-owned land.

Obiettivo: Implementation of additional services and activities to enhance work-life balance.

Action: In 2026, the launch of a corporate laundry service will be evaluated. A meeting was held with a provider on March 25th to co-design the project and ensure a swift rollout.

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

Action: Regular all-staff meetings are held with Welfare Manager Corinna Crippa to present the company's welfare offerings, explaining how the program works and how to access it. A dedicated Welfare Help Desk is available for employee support; starting in 2026, this will transition to a MONTHLY schedule, with dates communicated to staff via the company newsletter.

Key Milestones:

2024: A dedicated Corporate Welfare event was held on October 30th with Corinna Crippa and Enrica Severi.

2025: Staff meetings took place on March 28th and December 2nd. Following these, a Welfare Guide was developed—a brochure exclusively dedicated to the program and its utilization—which was shared with all personnel via newsletter along with a summary of key information.

2026: The 2026 edition of the brochure was published in the first half of the year. The annual welfare assembly was held on March 13th, 2026.

Goal: To promote corporate welfare initiatives across the entire workforce.

Action: In October 2024, a training event titled “PROSSIMI PASSI NEL WELFARE” (Next Steps in Welfare) was held as part of the LUOGHI COMUNI project. Speakers included Corinna Crippa (Welfare Manager), Enrica Severi (Company Psychologist), Alessandra Mallamo (from the Sustainable Communication Agency Good Com), and Stefania Montalti (Sustainability Strategy Coordinator). The session presented the results of the corporate wellbeing assessment—featuring both qualitative and quantitative analysis—the proposed “Decalogue for Daily Sustainability” (developed from workshops held during the NON CI SONO PIÙ LE MEZZE STAGIONI event), and the latest welfare activities offered by the company.

Goal: To promote activities that improve communication and mediation between workgroups, thereby reducing internal conflict and increasing overall employee wellbeing.

Action: During 2024, focus groups were conducted with all departments by Dr. Severi (Company Psychologist) to identify employee needs, facilitate mediation, and improve conflict resolution and communication. The results were shared during the “PROSSIMI PASSI NEL WELFARE” event in October 2024. Under the new Company Relations Policy shared with all staff, these workgroup sessions are now established as permanent biannual fixtures. Furthermore, both staff and Department Heads have been encouraged to consult with Dr. Severi as needed. In January 2025, a dedicated one-hour focus group was held involving the Welfare Committee and all Department Heads.

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

Action: Establishment of the CRAL (Employee Recreational Committee) with the support of Welfare Manager Corinna Crippa and the launch of committee-managed activities. The committee is composed of staff volunteers. In March 2025, a survey was distributed to all personnel regarding preferred activities; subsequently, regular social gatherings and meetings began for all participating members.

Goal: To promote employee wellbeing by providing opportunities for recreation and physical activity on-site, while simultaneously fostering stronger relationships among colleagues.

Action: Installation of basketball facilities available to staff during lunch breaks, as well as immediately before or after their work shifts.

Action: In 2026, the company-owned land adjacent to the headquarters will be utilized to create a "Wellness Trail" (fitness path) for outdoor exercise, alongside a shaded pavilion for staff to enjoy their lunch breaks in the fresh air.

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

Action: Action: In 2024, two promotional health and prevention seminars for both men and women were held in collaboration with Ospedali Privati Forlì. For Autumn 2026, a dedicated session on nutrition is scheduled to coincide with World Food Day.

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

Action: Since 2025, regular meetings have been held with pension fund providers (including the industry-specific fund FONDAPI, Zurich Bank, and Azimut). These sessions provide staff with the opportunity to select the most appropriate fund while offering training and information on management strategies and financial 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: Action: An internal newsletter was distributed to all staff detailing the company's Zero Tolerance Policy toward abuse and harassment, including clear instructions on available reporting channels. This policy was also formally presented and shared during the all-staff training sessions on Gender Equality.

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: To promote the physical and mental wellbeing of all female personnel within the company.

Action: In July 2025, the company joined a bike ride for women against gender violence.

Goal: Promote socialization and dialogue among female employees

Action: The BLU DONNA project provides supplemental welfare services dedicated exclusively to female staff, aimed at enhancing work-life balance. Active since 2019 and sponsored by partners Sandra Ceccarelli and Stefania Montalti, the program was expanded in 2024 to include company-hosted evenings for annual program presentations, dialogue, and reflection. The project was renewed in 2025 with the launch of a new catalog on March 18th, celebrated during a company-sponsored dinner for all female employees. The next event is scheduled for June 2026 at the BRN Bike Café in Forlimpopoli.

Additionally, every spring CEPI supports the IOR (Istituto Oncologico Romagnolo) by purchasing “solidarity flowers” for all female employees—alternating between a mimosa for International Women’s Day (March 8th) and an azalea for Mother’s Day. Following the purchase of mimosas in 2025, the azalea has been selected for the 2026 season.

Goal: To promote activities that improve communication and mediation between workgroups, reduce internal conflict, and increase overall wellbeing.

Action: Throughout 2024, focus groups were conducted by Dr. Severi across all departments to identify needs and address mediation, conflict reduction, and communication. The results were shared during the “NUOVI LUOGHI COMUNI: PROSSIMI PASSI NEL WELFARE” event in October 2024. Under the new Company Relations Policy issued in 2025, these workgroup sessions have been established as permanent fixtures. In 2026, dedicated working tables continue alongside the psychologist to improve relations in critical departments following a new round of focus groups.

In 2025, the company organized the “NUOVI LUOGHI COMUNI: RELAZIONI & LAVORO” event featuring psychologists Dr. Enrica Severi and Dr. Laura Fortuna. Attended by all staff, the session addressed relational wellbeing, burnout, and inclusion, featuring a group exercise and a social hour catered by the CavaRei cooperative.

Goal: To provide equal support to all company personnel without distinction.

Action: To celebrate the company’s 40th Anniversary in 2025, held at BRN, the Board of Directors chose to honor specific employees based exclusively on their years of service, ensuring an objective and inclusive recognition of long-term commitment.

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

Action: The company has established a dedicated Committee responsible for the 2025–2027 Triennial Training Plan. The plan is titled ATENA, in honor of the Greek goddess of wisdom and her owl, symbolizing knowledge, insight, and continuous learning. ATENA triples the legal training requirements, providing 72 hours of training per employee.

The plan includes an initial phase titled “Prologue,” which launched in 2024. This phase featured a specialized training path on gender equality and inclusion for Department Heads, delivered via the Warrant Hub online platform and in-person sessions in April 2025 (news of which was published on the company website). The Training Committee is led by Sara Panzavolta. The plan is communicated to staff annually and includes comprehensive training on Gender Equality and Inclusion for all personnel, alongside dedicated events. The 2026 plan has been finalized and is scheduled for distribution to all staff shortly.

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

Action: Implementation of a series of educational and networking events titled “NUOVI LUOGHI COMUNI.” These sessions are designed for employees but are also open to external stakeholders, including suppliers, partners, and local community members. Featuring expert speakers, each event concludes with a social hour designed to foster relationships and relaxation. This initiative involves local associations such as CavaRei, which provides a “Drink Truck” operated by individuals with disabilities.

Event Timeline:

2024: Two sessions were held, focusing on Climate Change and Corporate Welfare.

2025: An event titled “Relationships & Work” was organized, which also addressed key themes of inclusion.

2026: A session focused on “Work Quality” is currently scheduled for the fourth quarter (Q4).

Goal: Continuous training for all personnel to ensure ongoing skill development.

Action: The company has established a dedicated committee responsible for the 2025–2027 Triennial Training Plan. The plan is titled ATENA, in honor of the Greek goddess of wisdom and her owl, symbolizing knowledge, insight, and learning. ATENA triples the statutory training requirements, providing 72 hours of training per employee. A training committee, led by Sara Panzavolta, manages the program. The plan is distributed to staff annually and includes training based on a preliminary internal survey used to identify topics of interest across all departments. The 2026 plan has been finalized and is currently scheduled for distribution to all personnel.

Area 10: 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: Share local events that promote Gender Equality and inclusivity

Action: Every March 8th, employees receive an internal bulletin regarding local events, rallies, and programs focused on raising awareness for Gender Equality, inclusion, and women's empowerment.

Goal: Maintain ongoing collaborations to support and promote social and professional inclusion

Action: On September 20, 2025, the San Giacomo Auditorium in Forlì hosted the roundtable discussion “Common Places, Expanded Value: A New Perspective on Civil Economy.” This event, part of the Festival del Buon Vivere, was promoted by CEPI S.p.A. and the Consorzio Solidarietà Sociale Forlì-Cesena to celebrate their respective 40th anniversaries. This extraordinary exchange was led by Professor Stefano Zamagni, a world-renowned economist and former President of the Pontifical Academy of Social Sciences, who shared a vision integrating innovation, community, and corporate civil responsibility. Speakers included Sandra Ceccarelli (CEO of CEPI S.p.A.) and Marco Conti (President of Consorzio Solidarietà Sociale).

Key themes included:

- » Strategic alliances between schools and businesses;
- » Cooperative-based social services;
- » Person-centered healthcare;
- » District deliberative bodies to strengthen democratic participation.

CEO Sandra Ceccarelli’s participation in the 2026 Festival del Buon Vivere is currently being planned.

Goal: Inform and sensitize stakeholders on all Gender Equality (GE) themes, including the Strategic Plan and adopted policies

Action: Dissemination of the Strategic Plan, Policy, and Gender Equality Decalogue via social media and corporate newsletters to a database of 6,000+ contacts, and through dedicated channels for suppliers, collaborators, clients, and staffing agencies.

Action: Sharing information with stakeholders via corporate newsletters and social media regarding GE themes, adopted policies, and company actions taken to reach established goals.

Action: Maintenance of a dedicated Gender Equality section on the company website, featuring the Strategic Plan, Policy, and Decalogue.

Action: Distribution of supply chain surveys to assess positioning on gender equality and encourage best practices across the network.

Goal: Promote and adopt a Gender Equality policy and share it with stakeholders

Action: Since May 2025, corporate strategies emphasizing human value and gender equality have been shared via the “Beat of Technology” sustainability and impact brochure (from page 14).

Action: The communication office ensures all news, photos, and event videos are published with a focus on gender-balanced representation.

Goal: Inform and sensitize ON-SITE SUPPLIERS on all Gender Equality themes and corporate policies

Action: Sharing of the Strategic Plan, Policy, and GE Decalogue via the new “APPALTI” management software, where all GE documents are uploaded for supplier review and mandatory sign-off.

Goal: Produce inclusive and equitable communication and storytelling

Action: All company content—particularly for the 40th-anniversary celebrations (both local and international)—has been curated to ensure parity in the corporate identity narrative. This includes videos, brochures, texts, interviews, social media posts, website news, events, and speaker selection.

Goal: Ensure inclusivity and parity in the creation of the new company website

Action: The content for the new company website (launching April/May 2026) has been audited to guarantee gender parity and inclusion in the narration of the corporate identity.

Area 11: Culture and strategy

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.

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: This action was previously postponed due to delays in the supplemental collective agreement, which was officially signed in 2025. During 2026, the Board of Directors will take active steps to draft new regulations based on this agreement. These updated guidelines are scheduled to be shared with all personnel by the end of April.

Area 12: Relationship and mediation

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

Action: A Company Relations Policy has been drafted and disseminated to all personnel, covering the Workplace Counseling Service, inter-departmental mediation, relationships with corporate leadership, and general company knowledge.

Area 13: Promotion of sustainability

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

Action: A sustainability and impact report was drafted, along with a related strategic plan shared with stakeholders starting from May 2025 via online channels and through the printing of the brochure “Beat of technology” - Sustainability and Impact Strategy.

Area 14: 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.

Area 15: 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.