

GENDER EQUALITY POLICY

Gender Equality Policy

Rev. 0 dated
10.11.25

THE ROADMAP FOR GENDER EQUALITY

Consistently with its strategic vision, DevOnD Srl Unipersonale has decided to implement a Gender Equality Management System (GEMS), compliant with UNI/PdR125:2022, as a valid means to advance gender equality with regard to the professional growth of women, promoting an inclusive culture and activating processes able to develop female empowerment.

Achievement of certification will only mark the first step in gender equality policy implementation, with an eye to improving and fostering equal opportunities. In fact, the aim of certification is to provide evidence of the support programme that the Company has adopted since its inception, by implementing suitable policies to reduce the gender gap with resulting benefits in terms of staff well-being, reputation, and ethical impact.

CORE PRINCIPLES

The core principles of the Gender Equality Policy are:

- IMPARTIALITY AND INCLUSIVITY
- FAIRNESS AND TRANSPARENCY
- EMPLOYEE EMPOWERMENT
- INDIVIDUAL RIGHTS
- COMBATING ANY FORM OF VIOLENCE OR DISCRIMINATION

DevOnD Srl Unipersonale is committed to ensuring its gender equality management system meets the requirements specified in UNI/PdR 125:2022, and is inspired - in line with the *Gender equality strategy 2020-2025 defined by the European Union* - by the pursuit of the following aims:

- ✓ greater participation of women in the employment market;
- ✓ reduction in the payment and pension gap between men and women, also to combat female poverty;

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- ✓ fostering of equality between men and women in the decision-making process;
- ✓ combating stereotypes, gender-based violence, and protection and support for victims.

MANAGEMENT COMMITMENT

To aid the achievement of the principles and objectives stated, the Management considers it important to allocate suitable resources for the adoption and maintenance of the GEMS in order to develop an organisational model to promote equal opportunities and foster fairness and inclusivity.

DevOnD Srl Unipersonale undertakes:

- ✓ to use means to prevent any form of gender-based discrimination and to combat any action that could be harmful to personal dignity, independently of the role and level of responsibility;
- ✓ to embrace the differences in every company process: from research and recruitment of human resources, to access to training, from the definition of income-based salary, to performance assessments and the implementation of rewards systems, and from staff recruitment through to the delivery of services/supply of products;
- ✓ to support and promote the family welfare of its employees with the aim of achieving a good work/life balance (*working from home, part time, flexitime work hours*), where applicable, so as to promote a reconciliation between professional activities and private life. Therefore, where applicable, DevOnD Srl Unipersonale undertakes to promote specific agreements to allow those who apply, to work part time; to offer flexitime, where possible, establishing and communicating simple and accessible rules and procedures; to perform a regular audit of employees' needs for flexibility and to offer the possibility, where applicable, of working from home/remote working, or other forms of flexible working, as well as flexitime;

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- ✓ to promote information sharing, awareness raising, and staff engagement on the subject of equal opportunities and female empowerment, avoiding stereotypes and raising the profile of women's contributions;
- ✓ to promote communication that transparently states the wish to achieve gender equality, embrace diversity and support female empowerment. By publishing this Policy on its website, the Organisation is providing an efficient and effective approach to outside communication. The aim to make it accessible to all personnel also uses other internal communication channels that, for example, include training, making training materials available and an in-house questionnaire;
- ✓ to ensure the establishment, presence and effectiveness of the Steering Committee for equal opportunities, embracing the well-being of workers and acting against discrimination in conformity with the guidelines of the PdR;
- ✓ to guarantee that the language and approach, during recruitment and in the successive stage of *on boarding*, are free from any reference to discriminatory attitudes to ensure neutral selection and a protected workplace environment;
- ✓ to prevent and avoid any type of physical, verbal or psychological harassment in the workplace and to guarantee the presence of a specific procedure to manage bullying and mobbing and to safeguard staff, providing a whistleblowing channel that can be used by all. Specifically, the Organisation prepares the following methods for reporting:
 - anonymous letter box in offices
 - creation of a dedicated email address

To protect anonymity as far as possible, letters and the email address will be managed solely by the Steering Committee for Equal Opportunities which will take charge of the aforementioned suggestions, implementing any necessary measures to safeguard the security of the whistleblower;

- ✓ to guarantee the presence of policies able to ensure fair and equal participation in training and development courses, with the presence of both sexes, including courses on leadership and equal pay for equal work. The Organization supports

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women's participation in the employment market, workplace, economic life, and in economic and political decision-making, enhancing engagement for innovation and performance;

- ✓ To guarantee equal representation of the sexes between speakers on panels and round tables, at events, conventions or other events, including of a scientific nature;
- ✓ to promote and encourage:
 - the presence of internal mobility policies and mechanisms for turnover analysis based on gender;
 - the presence of job protection mechanisms and a guarantee of the same salary level upon return from maternity leave;
 - the possibility to enter management positions in line with the principles of an inclusive organisation that respects gender equality;

Therefore, it undertakes to implement and promote the presence of

- policy, as well as the collective bargaining agreement of reference, dedicated to the protection of maternity/paternity and services to boost work-life balance (paternity leave after collective bargaining maternity/paternity activities for back to work, coaching, reversible part-time, working from home, engagement programmes, on a voluntary basis, during maternity/paternity leave).
- ✓ With regard to its own policies and resources, the organisation undertakes to:
 - ensure that work meetings are held at times compatible with family and personal life;
 - to guarantee that work meetings can also be attended by part-time workers and those with flexitime, discontinuous contracts, etc...

SPECIFIC GENDER EQUALITY POLICIES

Gender equality policies developed in relation to company policy are relevant to areas of the strategic Plan:

1. Governance

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2. HR Processes
3. Recruitment
4. Career management
5. Growth and inclusion opportunities for women in the company
6. Equal pay
7. Parenting, care
8. Work-life balance
9. Prevention activities against all forms of physical, verbal or online abuse (harassment) in the workplace.

MONITORING AND IMPLEMENTATION OF POLICY

Gender equality policies, within the larger sphere of corporate strategic guidelines in order to assess the continued suitability, definition and regular re-assessment of gender equality aims.

POLICY DIFFUSION

The gender equalities policy is communicated and circulated to all personnel and interested parties via communication in house and publication on the website.