



PIACENZA GROUP

GENDER EQUALITY POLICY

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1. POLICY STATEMENT

Piacenza Group believes in the value of people with the goal that every employee feels included and can give their best in relation to their skills, experience and commitment; to this end the Group adopts a human resources development and management strategy which is able to promote and improve an inclusive culture to valorise the uniqueness of our workers and their professional growth irrespective of the job they have within the organisation.

Moreover, the Group believes in a culture based on respect and the valorisation of diversity of gender, age, origin, social background, religious convictions, political beliefs, psychophysical ability, identity and sexual orientation.

Piacenza Group has implemented a Management System for Gender Equality pursuant to the UNI/PdR 125:2022 guidelines and has started a process of cultural change within the organisation with the objective of achieving and maintaining increased gender equality.

In order to confirm its commitment in the dissemination of topics relating to gender equality and inclusion, Piacenza Group intends to valorise the diversity already present in the roles operating within the organisation and to develop female empowerment in company activities and, with the goal of protecting gender equality, it has established a Steering Committee aimed at managing and monitoring topics related to inclusion, gender equality and integration. The Steering Committee has therefore defined a Gender Equality Policy in which the principles, objectives and guidelines are set out. The Gender Equality Policy is aimed at all employees and can also be consulted by all stakeholders.



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2. PIACENZA GROUP OBJECTIVES

Piacenza Group is committed to:

- emphasising the culture of diversity and inclusion, pointing at the creation of better conditions to the attraction, development and retention of talented persons by defining a company welfare plan providing initiatives for the improvement of employees' welfare both in the workplace and in terms of work-life balance;
- communicating in a transparent fashion, inside and outside the company, the company's willingness to achieve gender equality, to valorise diversity and support an increase in female employee numbers;
- promoting activities and events aimed at raising awareness of gender equality and inclusion, also by means of posts on the company website and on social media;
- creating an inclusive, collaborative, supportive and transparent environment open to listening to all members of staff;
- guaranteeing pay equity between the genders.

In order to achieve the results aimed for, Piacenza Group defines the following objectives by implementing the Key Performance Indicators detailed in the Strategic Plan based on the 6 areas as indicated in the UNI/PdR 125:2022:

- 1-Culture and Strategy: maintaining a work environment which favours the valorisation of inclusion and gender equality processes.
- 2-Governance: setting up and introduction of a governance process for the protection of gender equality and inclusivity as well as to identify and remedy any non-inclusion event.
- 3-HR Processes: introduction of processes to outline the various phases characterising the "life cycle" of company employees based on the principles of inclusion and respect for diversity.
- 4-Opportunities for growth and inclusion: improvement of performance in terms of gender equality and inclusivity with regard to internal growth career paths and their relative timing.
- 5-Pay equity: maintaining and improving the processes for gender-based pay equity.
- 6-Protection of parenting rights and work-life balance: implementation of support policies for employees in their roles as parents and caregivers.

3. CONCRETE ACTIONS

Piacenza Group demonstrates its commitment to the objectives in each of the above areas by means of the following concrete actions:

3.1 -Culture and Strategy: in the Company Code of Ethics, as in its Internal Regulations, Piacenza Group is committed to disseminating values for an inclusive environment which are also promoted outside the company by means of the participation in and support of sports, scholastic and volunteering activities.



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The Group is constantly committed to training and informing its employees on topics regarding Equality and Inclusivity with the organisation of ad hoc events and dedicated workshops held by expert, qualified speakers. Employees are also given materials such as “A Guide to Inclusive Communication” and the policies relating to gender equality, which can be consulted in the HR page of the intranet and which are aimed at supporting and promoting best practice in fields of gender equality as well as the use of language which respects diversity and is free of stereotyping. The company rejects and opposes any form of bullying, harassment, oppression, defamation or any other offensive behaviour based on individual characteristics which could humiliate, offend, intimidate or insult other persons, carried out by employees, workers, candidates, customers, suppliers or any other stakeholder, and takes into account reports of such type of incidents in the course of work activities, intervening by means of the instruments provided for by the CCNL (National Collective Bargaining Agreements) and/or by national law. Any violation of these policies may be the subject of disciplinary sanctions. All reports regarding violations (or suspected violations) of the Gender Equality Policy will be brought before the Steering Committee.

3.2 -Governance: Piacenza Group adopts a corporate governance style aimed at defining appropriate organisational models focused on gender equality issues.

Piacenza Group has adopted an organisational model pursuant to Law 231/01 and its amendments and therefore has created an Internal Supervisory Board; it periodically analyses potential stress factors related to work and administers surveys of the work climate in order to identify any elements attributable to discrimination or harassment (use of discriminatory language, verbal or physical harassment in the workplace, etc.). In the various company buildings, there are boxes for posting reports (anonymous or otherwise) and all stakeholders have access to the whistleblowing platform via the link on the company website.

Finally, the Steering Committee for Gender Equality, established at Group level, and which has the task of verifying conformity to the requirements of UNI PdR125:2022, provides for the following functions:

- managing and monitoring issues related to inclusion, gender equality and integration;
- defining, together with Management, the objectives related to gender equality;
- monitoring the progress and application of KPIs and objectives described in the strategic plan;
- monitoring the receipt of any anonymous reports, managing and taking them into account, together with the Management, defining any measures to be taken;
- carrying out periodical scrutiny of the reports and suggestions received relative to the efficacy of the current Gender Equality Policy with the aim of implementing actions to correct and improve such efficacy;
- defining and monitoring HR management and development processes such as the neutral selection of employees, general contract conditions and onboarding;



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- supervising the provision of selection and recruitment procedures which define rules to prevent gender inequality and which are appropriate in order to counter bias;
- establishing the frequency of personnel training updates on inclusion, gender equality and integration issues;
- carrying out internal monitoring to verify conformity to the requirements of UNI PdR125:2022;

3.3 -HR Processes: Piacenza Group is committed to attracting and recruiting people from different backgrounds, with different abilities, and the pursuit of gender equality in the selection and recruitment phases: experience, ability and skills are the guiding principles in the choice of the best candidates.

Piacenza Group publishes advertisements in conformity with Art. 10 of the Italian law D. Lgs 276/2003 which states that certain types of information may not be requested in a job advertisement “unless it refers to characteristics which affect the manner in which the job is carried out or otherwise constitutes essential and determining requirements for the performance of such work.”

During job interviews, Piacenza Group does not permit its recruiting personnel to ask questions relating to marital status, pregnancy or caregiver responsibilities. Recruiting personnel are informed of and trained in these matters.

Selection, recruitment, training, management, development and salary processes defined by the Group adhere strictly to criteria relating to skills, with evaluation carried out on an exclusively professional basis and without any type of discrimination.

3.4 -Opportunities for Growth and Inclusion: the current performance assessment system within Piacenza Group encourages constant dialogue between employees and their line managers, reinforcing the commitment of everyone regarding the company’s objectives and challenges. In the assessment forms used, it is also possible to include feedback, identify strengths and weaknesses on which to work, as well as to set objectives for an individual development plan aimed at improving potential.

These systems and their contents are continually monitored by the HR department.

Annually, Management evaluates the grading and salary status of every employee, indiscriminately and without gender inequality and does so in consideration of employees’ performance and professional abilities. As part of these evaluation systems, managers are called upon to produce assessments which are fair and not based on discriminatory stereotypes.

Piacenza Group promotes further training at all levels to increase awareness of the organisation with regard to gender equality. Managers, in the nature of their roles, are also involved in specific mentoring and coaching activities to continually strengthen their soft skills and be given tips and tools to better manage the heterogeneousness of the work environment. All such training is tracked and documented.



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3.5 –Pay Equity: the remuneration policy in Piacenza Group contributes to the realisation of the mission, of the values and the company’s strategies by means of promotion of activities and behaviours corresponding to the company culture, pursuant to the principles of plurality, equal opportunities, valorisation of the skills and professionalism of persons, equity and non-discrimination. Remuneration and benefits are thus awarded on the basis of the responsibility of the employee, the results achieved and the quality of the professional contribution made, taking into account the applicable context and market references for analogue positions and roles of similar level in terms of responsibility and complexity. Salaries are provided for by the Accordo Integrativo (Supplementary Agreement) and have the objective of rewarding all current staff using measurable, objective parameters, in relation to the achievement of company objectives shared by Management and the RSU (Trades Union bargaining contracts).

Awards and welfare programmes take into consideration the needs of people of any gender.

3.6 -Protection of Parenting Rights and Work-Life Balance: quality of life is the main objective of the company welfare activities, which are understood to be the set of initiatives and services placed at the disposal of the employees and their families, and which translate into the promotion of a person’s well-being both at work and in their private life. By means of specific, annually recurring events, Piacenza Group therefore promotes the importance of a healthy lifestyle and of prevention, upon which a person’s physical and mental well-being depend.

In reference to parental rights and the role of caregiver, our organisation supports maternity and paternity by means of ongoing and transparent information which is distributed to all newly-recruited personnel in a leaflet entitled “MADRI E PADRI: LA GUIDA COMPLETA ALLE TUTELE SUL LAVORO” (Mothers and Fathers: the Complete Guide to Their Protection in the Workplace), as well as the making available of some support measures explained in the Company Agreement (such as birth or adoption bonuses, scholarships, paid leave for pre-school child placement).

Piacenza Group guarantees protection mechanisms in the workplace and the same level of salary after maternity or paternity leave. Those who make use of a certain period of maternity or paternity leave, either obligatory or voluntary, or who use special leave for caregiving in the family, may return to the workplace and continue to do the same job as they did before the period of absence (or an activity at the same level of their profession in those cases when changes within the company in the meantime do not permit a return to the same position).

The organisation places an intranet service at the disposal of all employees for their consultation and in order to offer updates also during periods of absence, and to encourage social contacts with the company teams.

4. RATIFICATION

The Piacenza Group’s Gender Equality system is dynamic and is evaluated and defined by the company Management on an annual basis, in coordination with the Steering Committee and



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communicated and disseminated within the company and to other interested parties; the object of training and awareness for top and middle Management, it is revised and confirmed periodically on the basis of events, changes, and results of the monitoring and verification processes.