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**TITLE****GENDER EQUALITY POLICY**

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1 Introduction

To best fulfill its mission and align with its strategic vision, MITAmbiente has decided to adopt a Gender Equality Management System (GEMS) in compliance with UNI/PdR 125:2022.

This system serves as a valuable tool to ensure gender equality in terms of women's presence and professional growth, promoting an inclusive and impartial culture.

Achieving certification will mark only the first step in the broader implementation of gender equality policies, focusing on improvement and promotion of gender equality. The certification aims to support and encourage the organization to adopt policies that reduce the gender gap, bringing benefits to employee well-being along with reputational and ethical impacts.

2 Principles and Commitment

The fundamental principles of the Company's Gender Equality Policy are:

- Impartiality and Inclusivity
- Fairness and Transparency
- Employee Development
- Protection of Individuals
- Prevention of All Forms of Violence and Discrimination

To ensure that its GEMS meets the requirements specified in UNI/PdR 125:2022, the Company acts to promote gender equality in the labor market.

In this regard, the Company is committed to:

- Implementing tools to prevent all forms of gender discrimination and counter any actions that could harm the dignity of staff, regardless of their role or level of responsibility.
- Valuing diversity in all organizational processes: from recruitment and selection to access to training, from defining compensation policies to evaluating performance and rewarding systems, from supplier selection to delivering services/products.
- Providing family-friendly policies through work arrangements (e.g., remote working, flexible working arrangements) that facilitate a balance between professional and personal life.
- Promoting awareness, information, and staff engagement on equal opportunity topics, avoiding stereotypes and discrimination.

- Promoting transparent communication, including through marketing and advertising activities, to demonstrate the Company's commitment to gender equality, diversity appreciation, and staff growth support.

3 Gender Equality Policies

In addition to the HSE Policy and the Code of Ethics, the Company addresses more specific gender equality policies to provide the necessary inputs for formulating the Gender Equality Strategic Plan and identifying, developing, and implementing specific gender equality procedures based on the organizational context.

The guidelines related to the strategic plan include:

- Recruitment and Hiring
- Career Management
- Pay Equity
- Parenthood
- Work-Life Balance
- Prevention of All Forms of Physical, Verbal, and Digital Abuse

3.1 Recruitment and Hiring

The Company is committed to ensuring a fair and transparent recruitment and hiring process free of gender discrimination. Recruitment practices promote diversity and inclusion, ensuring that all applications are evaluated solely based on skills and qualifications. Recruitment is managed according to a specific internal procedure.

Additionally, training programs are implemented for hiring managers to eliminate unconscious biases and promote gender equity.

3.2 Career Management

To promote gender equality in career management, the Company develops professional growth paths that offer equal opportunities to all employees. Data on promotions and career advancements are regularly monitored and analyzed to ensure no gender disparities.

3.3 Pay Equity

The Company is committed to ensuring pay equity between men and women by adopting transparent and objective-based compensation policies. Regular salary reviews are conducted to identify and address any gender-based discrepancies.

3.4 Family Support Policies

To support employees in managing family responsibilities, the Company implements parenthood support policies, including paid parental leave, flexible working hours, and return-to-work programs post-maternity/paternity leave. The Company also promotes a culture that values the role of parents and recognizes the importance of balancing work and family needs.

3.5 Work-Life Balance

The Company adopts measures to facilitate work-life balance by offering flexible work options, such as flexible hours. The goal is to create a work environment that allows employees to maintain a healthy balance between professional and personal life.

3.6 Prevention of Abuse (Physical, Verbal, Digital)

The Company adopts a zero-tolerance policy towards any form of abuse or harassment in the workplace. Clear procedures are implemented for reporting and managing harassment complaints, ensuring the protection of victims and the confidentiality of information (through a dedicated whistleblowing procedure). Management organizes and promotes training and awareness sessions for all employees to foster a respectful and safe work environment for everyone.

4 Policy Monitoring and Implementation

The gender equality policy is part of the Company's established guidelines and procedures. Senior Management, in collaboration with the Gender Equality Steering Committee, plans the definition and periodic review of gender equality objectives to assess their suitability and the need for changes or additions.

5 Communication and Dissemination

The gender equality policy is communicated and shared with all staff and stakeholders through internal communication and publication on the Company's website.