

# GENDER EQUALITY POLICY

## CHIMAR S.R.L.

Version	Approval date	Notes	Author
1.0	07/10/2024	First version	CPO Members

**Chimar S.r.l** believes in a culture based on respect for and appreciation of diversity in all possible aspects: of origin, social, religious, political persuasion, gender, age, physical and mental abilities, identity and sexual orientation.

The company's commitment to cultivating the value of people is enshrined in a human resources development and management strategy that promotes an inclusive culture to enhance access and growth in people's career paths by guaranteeing equal opportunities and promoting practical actions.

This policy aims to "*value and protect diversity and equal opportunities in the workplace*"; in this regard, organisations that adopt a gender equality management system "*must define an action plan for its implementation, setting up a management model that guarantees the maintenance over time of the requirements defined and implemented, measuring the progress of the results through the preparation of specific KPIs that they report on in the management system documents, through which they maintain and verify the planned actions*".

**Chimar S.r.l.** is therefore committed to identifying and defining goals, strategies and good practices to be adopted in order to foster a collaborative working environment that is supportive and open to the contributions of all regardless of any form of diversity.

In particular, our objectives are guided by principles such as gender equality, promoting a healthy and inclusive work environment, combating stereotypes and all forms of discrimination, inclusiveness, ensuring equal opportunities for all, and respect.

That said, several areas of action are involved, including: parenting, work-life balance, corporate governance and culture, pay equity, equal career opportunities and, more generally, human resources processes.

Diversity is a value that must be embraced, protected and encouraged by organisations, with concrete actions that cut across all organisational and management processes through understanding, including and valuing the differences of the people who work there. The "synergies" that stem from the coming together of diversities enriches and stimulates creative ideas, and is a fundamental value that enables one to understand and anticipate the needs of one's organisation and customers.

## 1. DEFINITIONS

To facilitate the reading of this policy, it is considered appropriate to quote some of the main definitions found in the UNI/PdR 125:2022 Reference Practice.

**Equal Opportunities Committee (EOC):** is the steering committee established by Senior Management for the effective adoption and continuous and effective implementation of the Gender Equality Policy.

**Work-life balance:** ability to balance work and private life.

**Governance:** the system of governance through which an organisation makes and implements decisions in pursuit of its objectives.

**HR:** Human Resources.

**Key Performance Indicators (KPIs):** key performance indicators used to monitor the objectives set by the gender equality policy and described in the strategic plan.

**Harassment (sexual harassment):** unwanted conduct with the purpose or effect of making a work environment offensive, humiliating or degrading.

**Gender equality:** gender equality between the sexes.

**Strategic plan:** a formal document in which the organisation defines the objectives to be pursued, establishes resources, responsibilities, methods and monitoring frequencies.

**Gender equality policy:** a formal document in which the organisation defines the general framework within which gender equality strategies and objectives are to be identified.

## 2. REGULATORY PREMISE AND PURPOSE

The gender equality policy is a document regulated by the UNI/PdR 125:2022 Reference Practice.

This is a document, drawn up by the Equal Opportunities Committee (EOC) and shared with the management, in which the organisation defines the framework of principles within which it establishes its gender equality objectives and strategies.

The document is drawn up in accordance with point 6.1 of the Reference Practice, respecting its minimum contents.

The gender equality policy is periodically reviewed and updated by Management, in consultation with the CPO, at least annually. It may be revised and updated as a result of events, changes or following the results of monitoring and audits.

The purpose of this document is to enable the organisation to plan improvement actions to achieve full gender equality within the work environment, with a view to inclusiveness, respect for diversity, and promotion of the less represented gender.

The objectives set in this respect are well defined, achievable, planned and are monitored over time.

## 3. RESPONSIBILITY

In accordance with the resolution of the Board of Directors, the Equal Opportunities Committee (EOC) was established and incorporated into the corporate organisation chart.

This is the steering committee referred to in UNI/PdR 125:2022, whose task is to ensure the adoption, implementation and monitoring of company policies for gender equality, inclusion and integration of women in the company.

Therefore, this Committee is involved in defining and monitoring the objectives identified in this policy.

## 4. POLICIES ADOPTED

In the pursuit of full gender equality within the work environment, with an inclusive and respectful view of diversity, Chimar S.r.l. has adopted policies relating to recruitment, pay equity, work-life balance and monitoring the achievement of set objectives.

These policies were developed jointly by the Human Resources Office, the Equal Opportunities Committee (EOC) and the Management.

All policies adopted by the structure are shared with employees at the time of recruitment and always accessible through the dedicated channels identified by the structure.

Employees receive gender equality communications on a regular basis, through the dedicated channels used by the structure.

In order to encourage a collaborative and supportive work environment, open to the contributions of all regardless of any form of diversity, Chimar S.r.l. has made provision for the training and awareness-raising of company management through dedicated courses and participation in conferences, events and/or round tables dedicated to gender equality.

The company transparently communicates the organisation's willingness to pursue gender equality, value diversity and support women's empowerment through publication on its website and direct communications to its suppliers and customers, also using marketing and advertising channels (e.g. trade fairs).

Through its recruitment policy, Chimar S.r.l. undertakes to ensure that the processes for selecting new staff are developed in such a way as to guarantee at every stage respect for criteria of merit and competence, guaranteeing equal opportunities. If persons of both sexes aspire to the same job, the company undertakes to apply in the selection process only objective, neutral and measurable criteria such as, for example, leadership ability, experience, skills and training. The application of such criteria makes it possible to prevent gender inequality and to counteract cognitive *biases/distortions* that could be created in *job description* procedures.

Furthermore, Chimar S.r.l. invites all its employees to adopt a language that is as neutral as possible, or in any case inclusive and respectful of the genders that are to be equally represented in internal and external communications.

The pay equity policy highlights all the measures and good practices implemented so far to promote gender equality in this process. These measures are established, managed, monitored and periodically reviewed by the Human Resources Department in consultation with the company management, and take the form of job protection mechanisms and the guarantee of the same pay level in the post-maternity period, payroll monitoring mechanisms and management of pay inequality cases.

Chimar S.r.l. aims to provide its employees with an open, flexible and gender-respectful working environment, acting positively on staff well-being, which will consequently also have positive effects on company productivity in terms of better organisation and efficiency.

The company ensures that both male and female workers have the opportunity to devote themselves equally to work and personal activities, thus not sacrificing care and family activities.

The actions implemented by the company to concretely pursue these aims consist in the possibility of flexible working hours or part-time work, upon specific request upon return from maternity/paternity leave, assessing the staff member's needs on a case-by-case basis.

Lastly, with regard to management and monitoring activities, **Chimar S.r.l.** has a procedure with neutral and objective criteria to ensure that the objectives are specific, measurable, achievable, realistic and time-defined.

In this regard, the CPO carries out a general annual audit of the entire system, but a more detailed review of progress against objectives is carried out every four (4) months, at Committee meetings.

In addition to the regular meetings and checks carried out by the Steering Committee, an internal audit conducted by a consultant from outside the organisation, the evidence of which is recorded in an audit report, is also planned to monitor the achievement of the objectives.

The Gender Equality Management System is, therefore, reviewed annually in its entirety by the Equal Opportunities Committee, in order to ensure the adequacy of the system, the consistency, measurability, achievability and effectiveness of the objectives, as well as the correctness of the gender equality policies implemented by the company.

The Gender Equality Management System may be revised following the advancement and possible change of objectives and actions to be pursued, or as a consequence of any changes in the corporate organisational context.

## 5. Deployment of gender equality reporting procedures

Also in accordance with the UNI/PdR 125:2022 Reference Practice, **Chimar S.r.l.** has adopted internal mechanisms to collect and manage reports, complaints, and suggestions concerning gender equality.

Any internal company employee, regardless of the nature of their employment relationship with our Company, may make such reports, even anonymously.

The gender equality reporting procedures consist of two different modalities available to the staff member:

- *surveys* carried out through the administration of opinion-gathering questionnaires regarding the perception of gender equality in the company;
- dedicated channel for reporting non-inclusiveness/discrimination ('gender equality reporting channel').

The *surveys* will be addressed periodically, at least once a year, to all company staff and aim to collect, also anonymously, opinions, views and suggestions concerning gender equality in the workplace.

The aim is to collect information on perceptions of gender equality and related suggestions with a view to continuous improvement. Therefore, the results of these questionnaires will be viewed and evaluated by the CPO, monitored over time, with the aim of improving the gender equality management system.

As examples also illustrated in the Reference Practice, reports could fall under the following topics:

- mobbing phenomena;
- instances of harassment, including sexual harassment;
- pay inequalities;
- situations of disrespect;
- sexist attitudes and language.

Reports may also be made **anonymously**; in this regard, as an alternative to the dedicated e-mail box, the reporting party may transmit the report by filling in a special Google form, which guarantees the anonymity of the reporting party, available on the company website [www.chimar.com](http://www.chimar.com) in the section on Gender Equality.

This mode of anonymous reporting via computer *form* was preferred to other modes (e.g. letterboxes) as it is more suited to the corporate structure and allows for feedback on critical or potentially critical episodes, while protecting the confidentiality of the reporter's identity in order to make the report itself free from any form of conditioning, bias or pre-understanding.

All reports, regardless of the mode of transmission, will be handled by the members of the CPO in accordance with the principle of confidentiality.

## 6. Enhancement of skills acquired during maternity/paternity leave

One of the KPIs of the UNI/PdR 125:2022 concerns the '*presence of policies for maintaining benefits and initiatives that enhance the experience of parenthood as an opportunity to acquire new skills for the person and the organisation and that protect the relationship between the person and the company before, during and after maternity/paternity*' (indicator 3 of the Parenting and work-life balance area).

In this regard, our Company considered it necessary and essential, for a more effective promotion of gender equality and parenthood, to implement a system of verification, evaluation, protection and development of competences and *soft skills* acquired during the maternity/paternity period.

This action takes the form of a dedicated *survey*, through the transmission of an ad hoc questionnaire to staff that have just returned from maternity/paternity leave.

This *survey* is managed by the CPO, which will then analyse and evaluate the questionnaires administered, in order to adopt corrective and/or parenting policies.

Cadoneghe,

Equal Opportunities Committee

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