

GENDER EQUALITY POLICY

The Purpose and Commitment of Our Company

SGG-POL-001

Raccorderie Metalliche S.p.A. is committed to ensuring gender equality in the presence, participation and professional development of women and men throughout the company.

To this end, the Company is committed to recognising and valuing the diversity represented across all company roles and to maintaining processes that foster the equal empowerment of both women and men throughout its business activities.

In pursuing and maintaining this commitment, the Company focuses its efforts on the following areas identified by UNI/PdR 125:2022:

1. Culture and Strategy
2. Governance
3. Human Resources Processes
4. Opportunities
5. Pay Equity
6. Parenthood

Raccorderie Metalliche S.p.A. believes that developing a company culture that promotes gender equality not only creates social value recognised within the European institutional and economic environment, but also represents a key driver for the sustainable growth and success of the Company's business.

For this reason, Raccorderie Metalliche S.p.A. is committed to promoting gender equality through tangible actions that not only comply with the requirements and indicators established for each of the above areas but also deliver genuine and measurable value to the women working within the company, who are the primary stakeholders benefiting from the outcomes generated by the Gender Equality Management System.

The Company is committed to ensuring that attention is paid to employee satisfaction at every stage and in every circumstance of a woman's working life within the company. To this end, it has chosen to adopt a life-cycle approach based on the following key areas:

- Recruitment and Selection
- Career Development
- Pay Equity
- Parenthood and Caregiving
- Work-Life Balance
- Prevention of Harassment and Abuse

For each of these areas, Raccorderie Metalliche S.p.A. has established specific policies, set out below. Each policy outlines the principles that guide the company and is supported by specific, measurable gender equality objectives set out in the Company's Strategic Plan.

SPECIFIC GENDER EQUALITY POLICIES

Following an analysis of its business processes, the company has identified and adopted the principles required to address and manage any gaps related to the indicators set out in UNI/PdR 125:2022.

RECRUITMENT AND SELECTION

In its recruitment and selection activities, Raccorderie Metalliche S.p.A. is committed to the following principles as part of its continuous improvement approach:

- Recruitment and selection processes shall be conducted in a gender-neutral manner.
- Selection criteria shall be based exclusively on personal and professional attributes, including qualifications, competence, specialist expertise and relevant experience.
- Recruitment processes shall not include questions relating to marital status, pregnancy or family responsibilities.
- Appointments to executive positions, business unit management roles, senior reporting positions and budget responsibility shall be based solely on the candidate's competencies, skills and professional merit, irrespective of gender.
- The remuneration offered at the recruitment stage shall be determined according to the responsibilities and duties associated with the role and shall not be influenced by gender.
- Eligibility for variable remuneration schemes shall be determined solely based on the employee's role and professional position, irrespective of gender.

CAREER DEVELOPMENT

The company recognises that its business performance is also driven by the people who work within it. Therefore, all career development opportunities are based exclusively on individual performance and merit, irrespective of gender.

As part of its commitment to continuous improvement, the company manages the career development of its employees in accordance with the following principles:

- Roles and responsibilities are assigned solely based on individual skills, competencies and professional capabilities, while seeking, wherever possible, to maintain a balanced gender representation in leadership positions.
- Career development pathways and related opportunities are designed and communicated to all employees, regardless of gender.
- The working environment, where employees spend a significant part of their day, must provide everyone with the technological and physical conditions necessary to express their full potential.
- Training aimed at developing skills, competencies and awareness is considered a fundamental process for removing potential barriers to career progression and supporting individual development without gender discrimination.
- At least one third of the members of the Board of Directors shall be women.

PAY EQUITY

The company is committed to ensuring pay equity regardless of gender, both at recruitment and throughout each employee's career. The company does not differentiate remuneration costs by gender.

When determining, awarding and reviewing remuneration, the Company adheres to the following principles:

- Employees' remuneration is determined according to their role and level of responsibility. Any additional benefits or performance-related incentives are awarded exclusively based on demonstrated performance, recognised achievements and individual competence.
- Variable remuneration schemes (Management by Objectives – MBO) are awarded in line with the Company's business objectives. Depending on these objectives, the employees best suited, from a functional and strategic perspective, to achieving the desired outcomes are identified, irrespective of gender.
- Every member of staff has the right to report any actual or perceived pay disparities.

PARENTHOOD AND CAREGIVING

The Company is committed to ensuring that parenthood is never a barrier to professional development. We support both motherhood and fatherhood through initiatives designed to meet the needs of employees who, as parents, must balance their professional responsibilities with family commitments.

To achieve this objective, the company is guided by the following principles:

- Motherhood and fatherhood are supported through the provision of appropriate information and by ensuring that suitable arrangements are in place to facilitate employees' return to work following parental leave.
- Paternity leave is actively promoted to encourage all eligible employees to make full use of the statutory entitlement available to them.
- Support for mothers and fathers is strengthened through the provision of dedicated services and initiatives.
- The company takes an active role in promoting awareness of parenthood-related issues by providing training initiatives aimed at encouraging the involvement of parents, as well as the wider workforce.

WORK-LIFE BALANCE

Raccorderie Metalliche S.p.A. is committed to providing its employees with the opportunity to balance their professional and personal lives by promoting working arrangements that support both the Company's business objectives and the physical and mental well-being of its people, through greater flexibility and individual autonomy.

The principles underpinning the Company's work-life balance policy are as follows:

- Work-life balance measures are available to all employees, irrespective of gender.
- The Company offers part-time working arrangements and flexible working hours for office employees with children up to the age of 10.
- The Company enables remote connectivity for employees working away from Company premises (for example, those in commercial roles), allowing them to carry out work activities and participate in meetings in accordance with business and company requirements.



PREVENTION OF HARASSMENT AND ABUSE

The company has a zero-tolerance approach to all forms of harassment and abuse and is committed to preventing, addressing and eliminating such behaviour through effective policies and appropriate measures. To achieve this objective, the company implements concrete preventive actions based on the following principles:

- Planning and implementing awareness-raising and preventive initiatives to address the risk of harassment and abuse, including voluntary training and awareness sessions.
- Providing employees with appropriate channels through which they can report suspected or actual incidents of harassment or abuse.
- Ensuring that anyone who reports, in good faith, suspected or actual incidents of harassment or abuse is fully protected against any form of retaliation.
- Investigating and appropriately assessing all reported or suspected incidents of harassment and abuse to understand their causes and take any necessary corrective action.
- Promoting respectful, inclusive and gender-neutral communication throughout the company.

CONTROL OF THE DOCUMENT

Campitello, on 14/7/2025

Signature of the author

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Signature for the publication approval

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