


|   |   |          |
|---|---|----------|
|  | <b>GENDER EQUALITY POLICY</b><br>REINOVA S.p.A. |          |
|   | Date: 30-03-2024                                | Pag. 1/3 |

This Gender Equality Policy is combined with the Integrated Management System, defining the principles, objectives, and guidelines that outline the organization's commitment to gender equality issues, valuing diversity, and empowering women.

REINOVA S.p.A. aims to meet the expectations and needs of its stakeholders through a Gender Equality Management strategy that complies with the requirements of the UNI Pdr 125:2022 standard.

The coordination and planning of the Gender Equality Management System are carried out by the Steering Committee through the systematic implementation of organizational and technical activities that apply to all Company areas, which are directly responsible for the application.

The planned, programmed, and operational activities must be aimed at the Continuous Improvement of the Gender Equality Management System, promoting the empowerment of women.

REINOVA S.p.A. believes in a culture based on respect and appreciation of diversity, including gender, age, origin, social background, religion, political views, physical and mental abilities, identity, and sexual orientation, and is therefore committed to:

- apply human resource management and development practices that promote an inclusive culture, ensuring equal access to company roles and professional growth opportunities for all personnel, while strengthening the female gender;
- communicate transparently, both internally and externally, its intention to pursue gender equality and to value diversity;
- create an inclusive, collaborative, supportive, transparent, and open-to-listening work environment for all personnel.

The objectives of our organization, detailed in the "Strategic Plan" also through Performance Indicators (KPI), based on the Thematic Areas indicated by the UNI/Pdr 125:2022, are:

1. **General and specific training on the principles and themes of UNI Pdr 125:2022:**  
The Company recognizes the value of continuous learning and makes training and development opportunities available and easily accessible to all its employees, with a particular focus on Gender Equality issues and the specific requirements of the UNI/PdR 125:2022 standard. Specifically, the company commits to delivering training at all levels, including managerial ones, against gender biases and stereotypes, as well as providing training on ethical principles, the themes, and the methods adopted by the company to ensure the effectiveness of gender equality.
2. **Selection and hiring according to processes that prevent gender disparity:**  
REINOVA's goal is to ensure that selection and hiring processes are fair and inclusive, eliminating any form of gender discrimination, and promoting balanced gender representation wherever possible. Therefore, the Company commits to:
  - drafting gender-neutral Job Descriptions, thus creating roles that are undefined concerning gender;
  - providing specific training to those involved in recruitment to recognize and counteract unconscious biases that could influence hiring decisions;
  - implementing a monitoring system that records and analyzes data related to gender representation at various stages of the selection process, from the number of applications received to the candidates interviewed, up to final hires.
3. **Career management and growth opportunities aligned with company needs but aimed at ensuring equal opportunities:** Promote fair and transparent professional development, ensuring that all employees have access to growth and career advancement opportunities regardless of gender. Therefore, it develops personalized Career Growth Plans that consider the employees' capabilities and personal needs, offering equal opportunities for growth and development.
4. **Pay equity:** REINOVA is committed to eliminating the gender pay gap, ensuring that men and women receive equal pay for the same work or work of equal value. To this end, periodic audits are carried out to avoid practices that do not align with stated policies. Moreover, employees are periodically informed about the company's pay policies, including benefits, bonuses, and welfare programs.

5. **Protection of Parenthood and Caregiving:** The Organization supports employees who are parents or have caregiving responsibilities by promoting a company culture that respects and values the role of parenthood. To this end, it promotes parental leave, encourages smart working, and implements company care services to help employees manage family responsibilities.
6. **Work-life balance:** To ensure this objective, providing a balance between professional and personal life, REINOVA offers flexible working hours, establishing and communicating simple and accessible rules and procedures to take advantage of them. Smart working is also highly encouraged where possible.
7. **Prevention of all forms of physical, verbal, or digital abuse (harassment) in the workplace:** To prevent all forms of physical, verbal, or digital abuse in the workplace, the Company has implemented a system for both anonymous and personal reporting, allowing employees to freely report incidents that violate the principles of the UNI Pdr 125. Additionally, the risk assessment on gender-related issues has been thoroughly integrated into the company's Risk Assessment Document (DVR).

Achieving these objectives must be a priority for the entire company, and it is the direct responsibility of the **Steering Committee** to ensure their realization, as well as to periodically verify the adequacy of the adopted System.

Therefore, the Management of REINOVA S.p.A. grants Company Managers the authority to apply the Gender Equality System within their areas of responsibility and the responsibility to report to Management on the progress of the System in their respective areas and the improvement actions undertaken or planned.

Finally, Management is committed to disseminating this "Gender Equality Policy" to all REINOVA personnel as well as to external stakeholders through appropriate communication tools.

Employees are required to comply, in their respective activities, with the provisions of the Gender Equality Management System and related Policies and to apply daily the principles contained in this policy.

COMITATO GUIDA

**AD:** Giuseppe E. Corcione

**CFO:** Annalaura Parrotta

**HRR:** Annamaria Ferrara