



# Gender equality policy

## **Purpose and efforts of our organisation**

Edilfloor SpA and Geosintex Srl (hereinafter, the 'Group' or the 'Organisation') are committed to creating an inclusive, diverse and mutually respectful environment.

The Group believes that inclusion creates an environment in which every person feels free to express themselves and is committed to valuing their uniqueness, with respect and without discrimination.

The aim is to ensure that all qualified people, without distinction, can benefit from equal opportunities and feel well represented by the Group, fostering a path of corporate and team growth.

By ensuring gender equality, which lies at the core of this objective, the Group believes it can create high-performing, collaborative teams, capable of generating ideas and providing expertise to support the Group's growth and continuous improvement.

Edilfloor SpA and Geosintex Srl wish to pursue a path ensuring the achievement and maintenance of this aim, focusing their efforts and actions in particular on the following areas under the UNI 125:2022 standard:

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities for growth and inclusion of women in the company
5. Gender pay equity
6. Parenting support and work-life balance

The Organisation believes that developing a cultural model that promotes gender equality not only generates 'social value' to the benefit of the specific economic and social context, but also constitutes a growth factor for the Organisation's business.

This Policy is addressed to all employees of the Organisation and is shared with its main Stakeholders with the aim of raising awareness along the entire value chain and potentially becoming a point of reference on the issue.

## **Results based on stakeholder satisfaction**

To this end, the Organisation intends to ensure gender equality through concrete actions that, in addition to complying with certain requirements/indicators under the UNI 125:2022 standard, are set forth in the strategic plan and associated with more specific policies.

## **Communication, involvement and participation**

The Organisation pays close attention to the issue of gender diversity, setting goals and identifying the human, instrumental and economic resources needed to achieve them. The company has launched an information campaign aimed at all workers, using various tools, such as e-mail, notice boards, the website, and internal WhatsApp groups. Its aim is to develop at all levels the fullest understanding of the concepts of equality and inclusiveness, promoting language and behaviour that is in line with these principles and characterised by kindness and appropriateness.



# Gender equality policy

## **Representation within processes and support for inclusion**

To support and sustain inclusiveness, the Organisation has set up a 'Steering Committee' whose main goal is to manage and monitor issues related to inclusion, gender equality and integration. By raising the awareness of all internal and external stakeholders, we work proactively to prevent non-inclusiveness in any form or, if necessary, to intercept and manage it promptly.

## **HR management policy**

The Group pays close attention to its human resources throughout the entire HR cycle: selection, interview, induction, definition of a professional growth path, remuneration – everything must be in line with our diversity and inclusion objectives.

This is implemented through:

- Neutral job descriptions sent to suppliers, such as temping agencies, who are asked to take equal care and attention in respecting our principles of diversity and inclusion;
- Fair analysis of applications, selecting the CVs most in line with the requirements;
- Personal and technical interviews carried out by suitably trained internal staff according to the core principles of diversity and inclusion;
- A skills matrix and related training plan for every level;
- Pay equity for same job levels and functions, and identification of criteria consistent with the Organisation's principles regarding variable salary elements.

## **Parenting support and childcare policy**

Our Organisation is committed to actively supporting parenthood with initiatives designed to meet the needs of those mothers and fathers who, due to their parental status, have to reconcile their work with new needs.

The Organisation supports this intention based on the following principles:

- Supporting motherhood and fatherhood by identifying appropriate training, information and reintegration programmes;
- Valuing motherhood before, during and after the birth;
- Promoting paternity leave so that all potential beneficiaries can benefit from it, beyond the provisions of current legislation;
- Supporting returns from leave with specific reorientation initiatives;
- Playing an active role in supporting caregiver activities (caring for the newborn child) with concrete initiatives defined directly with the workers to identify the most feasible solutions;
- Concretely supporting fathers and mothers through the provision of dedicated childcare services, as identified in the welfare plan.

Parenthood is an important phase of life and should be enhanced by supporting working men and women to enable them to balance their family and work in the best way possible.

## **Work-life balance policy**

On the subject of ensuring a good work-life balance, our Organisation also wishes to provide its staff with the possibility of balancing their personal and their work time in such a way as to take into account both the company's business objectives and



# Gender equality policy

the psycho-physical wellbeing of the worker, based on greater freedom of self-determination.

The principles underlying the Organisation's conception of the work-life balance are as follows:

- Work-life balance measures are aimed at all staff, regardless of gender;
- The Organisation adopts part-time and flexible working hours where the job allows it;
- The Organisation allows remote connection with all staff working outside the Company (regardless of the type of contract), for work purposes and for participation in meetings.

A flexibility needs analysis is carried out periodically based on any intervening changes.