

It is the will of SITAE L S.p.A. Management to ensure gender equality and to enhance diversity and to maintain processes capable of developing female empowerment in business activities.

SITAE L S.p.A. believes that the development of a cultural model that promotes gender equality, besides generating "social value", it is a development factor for the business that the organisation conducts.

Therefore SITAE L S.p.A., which has always been attentive to the evolution of the market and to the needs of companies, implements a policy aimed at promoting gender equality not only internally, but also favouring relations and business relations with companies and professionals committed to issues of inclusion and gender equality, in compliance with the requirements of impartiality of the activities that constitute the company's core business.

SITAE L S.p.A. attention, in the path to achieving and maintaining these objectives, focuses on all the areas of the UNI/PDR 125:2022 standard.

- Culture and strategies
- Governance
- Personnel management processes
- Opportunities
- Pay equity
- Parental leave policies

The attention with which SITAE L S.p.A. focuses its commitments, so that its Management System for gender equality meets the requirements specified in the UNI/PdR 125:2022 document, is inspired by the pursuit of the following objectives:

- increasing the participation of women in the labour market and the economic independence of women and men;
- reduction of the pay gap between men and women;
- promotion of gender equality in decision-making;
- fighting gender-based violence and protecting and supporting victims;
- promotion of gender equality and women's rights.

SITAE L S.p.A. Management assesses the skills and abilities of its staff, avoiding prejudices and stereotypes, adopting a perspective based on meritocracy and gender equality, and implements recruitment policies and plans aimed at favouring and enhancing diversity in the broadest sense to bring value and new boost to the various sectors and areas of the company.

With a view to pursuing its commitments to inclusion, and with its propensity for innovation, SITAE L has taken a concrete and systematic path aimed at encouraging, tracing and emphasising elements that have long been inherent in its culture, inclusive and free of bias, even unconscious bias, that gives value to all people in the company equally.

SITAE L S.p.A. Management:

- has set up a "Guidance Committee for Gender Equality", a consultative body that collects data, formulates proposals and expresses opinions on equal opportunities and inclusiveness issues in the workplace, and in particular on those related to training, information, career, and organisational aspects that affect the reconciliation of time spent on professional commitment and time dedicated to care work;
- is concretely committed to promoting family welfare for its employees, both in economic terms and in terms of flexible working hours and agile work;
- supports activities and events aimed at promoting gender equality and inclusion;
- promotes active gender equality and inclusion policies through posts and publications on its website and social media;
- prohibits any harassment or discriminatory treatment of employees because of their gender to protect the psycho-social health of the individual.

This policy therefore states and pursues the principles on the subject matter of gender equality, valuing diversity and women's empowerment and is based on:

- Career management
- Salary equity
- Parenting and care
- Work-life balance
- Abuse and harassment prevention

<b>CAREER MANAGEMENT</b>	SITAE S.p.A is committed to pursuing gender balance. in the professional growth of its staff, guaranteeing equal access to roles of responsibility, including managerial ones, with the aim of bridging any gender representation gaps that may exist in organisational units between resources with greater seniority, with equal skills, qualifications, and abilities.
<b>SALARY EQUITY</b>	<p>Responsible, fair and transparent remuneration mechanisms increase and protect reputation, credibility and consensus over time, prerequisites for sustainable business development aimed at creating and protecting value for all stakeholders.</p> <p>In the path of professional growth and remuneration linked to merit, SITAE S.p.A. is committed to offering a fair level of remuneration that reflects the skills, abilities, and professional experience of each employee, guaranteeing the application of the principle of equal opportunities, with the aim of pursuing pay equity by monitoring any gaps.</p>
<b>PARENTING AND CARE</b>	<p>SITAE S.p.A:</p> <ul style="list-style-type: none"> <li>• prepares specific training programmes for reintegration after maternity and paternity leave and applies the provisions of the CCNL and ILO conventions and recommendations on the protection of parenthood;</li> <li>• applies an information mechanism to encourage the application for paternity leave;</li> </ul>
<b>WORK-LIFE BALANCE</b>	<p>SITAE S.p.A. has adopted measures, such as smart working, flexible working hours to ensure work-life balance for all staff and in this regard:</p> <ul style="list-style-type: none"> <li>- promotes flexibility to allow part-time work for those who request it;</li> <li>- offers time flexibility with simple and accessible rules and procedures;</li> <li>- performs a periodic review of any requests for flexibility needs of its employees/collaborators;</li> <li>- offers the possibility of smart working/ teleworking or other forms of flexible working and flexible hours to those who request it;</li> <li>- ensures that work meetings are held at times that are compatible with and do not interfere with the reconciliation of family and personal life;</li> <li>- ensures, through the organisation of working meetings divided into working groups, that part-time workers and workers with flexible or discontinuous work contracts, etc. may also attend them.</li> </ul>
<b>ABUSE AND HARASSMENT PREVENTION</b>	<p>SITAE S.p.A. does not allow any kind of harassment, guaranteeing the physical and moral integrity of its collaborators and working conditions that respect individual dignity, as stated in its Code of Ethics.</p> <p>SITAE S.p.A., through training and awareness-raising initiatives, undertakes to ensure that all its employees and external collaborators are aware of what constitutes harassment, how to report any problems and the possibility of describing alleged acts of harassment in complete safety.</p> <p>Any employee who believes he or she is a victim of harassment at work because of his or her gender, or who believes he or she is a victim of gender discrimination, must immediately report cases of rights violations and gender discrimination by e-mail (<a href="mailto:paritadigenere@sitael.com">paritadigenere@sitael.com</a>) to the Committee.</p> <p>SITAE S.p.A., through the Committee, conducts appropriate investigation of all reports of harassment received and if it is determined that an employee has committed harassment or discrimination, it will take immediate and appropriate corrective action, regardless of the severity of the offence determined. Persons involved in the resolution of whistleblowing cases are bound to secrecy (confidentiality) of the facts and information they learn in the course of dealing with them.</p>
<p>SITAE S.p.A. Management has set up a monitoring system of its indicators (KPIs), established in the policy document called the 'Strategic Plan for Gender Equality', to ensure that gender equality is adequately managed. The Strategic Plan contains key performance indicators that provide a representation of progress towards the set D&amp;I (<i>Diversity and Inclusion</i>) objectives. This document is updated periodically and shared with the Committee.</p>	
<p>Any employee may make suggestions aimed at promoting active gender equality and inclusion policies and address them directly to the specially designated D&amp;I Gender Equality Contact Person or via a dedicated e-mail address (<a href="mailto:paritadigenere@sitael.com">paritadigenere@sitael.com</a>).</p>	
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