

MARCOLIN

GENDER EQUALITY POLICY

Document approved by the Board of Directors on 08/11/2023





MARCOLIN S.P.A. and ITS COMMITMENT TO GENDER EQUALITY

Marcolin S.p.A. believes that gender equality is a driver of economic growth and development that can positively impact performance, well-being and growth for the benefit not only of women but of the business organization as a whole.

For these reasons, Marcolin S.p.A. intends to formally commit to the objectives set forth by **UNI PdR 125:2022**.

MARCOLIN'S COMMITMENT AND HOLISTIC APPROACH TO GENDER EQUALITY

Marcolin's strategic commitment to ensuring gender equality compliance within its organization focuses on continuous improvement actions in relation to all the different aspects of the corporate structure and in particular:

-  **Workplaces as centers for discussion and uniqueness enhancement**
 - Commitment to promoting and enhancing trust- and respect-based workplaces, where all the people inside and outside the company can make a contribution.
 - Centrality and value of all its people, in whatever role and place they operate, regardless of gender, age, ethnicity, religious belief, ability, affectional and sexual orientation.
 - Maintaining workplaces conducive to the principles of equity and diversity inclusion, which can enable everyone to express themselves to their full potential, as a top priority commitment.
-  **Respect for and promotion of fundamental human rights and freedoms, a principle set out in Marcolin's Code of Ethics**
 - *"The Group ensures that its activities are carried out with full respect for the rights of individuals and supports the continuous improvement of social and health conditions, which are an essential factor in the development and protection of human rights."*
 - *"The Group is committed to guarding against potential negative direct or indirect impacts resulting from the performance of its activities in order to prevent them and, if necessary, to remedy them."*
 - *"The Group respects and promotes the Universal Declaration of Human Rights, the principles of the UN Global Compact, the Women's Empowerment Principles and the International Labor Standards (ILS) established in the core conventions of the International Labor Organization. The Group, therefore, supports, within its sphere of influence, the values, principles of freedom and fundamental rights established by the aforementioned texts."*
-  **Professionalism, responsibility, enhancement and protection of human resources, a principle set out in Marcolin's Code of Ethics**
 - *"The Group regards the principle of worker protection as a primary value and is committed to protecting the mental and physical well-being of its people, seeking balance between work, family and personal life and prohibiting any behavior that is violent or detrimental to the dignity of the person."*
-  **Protection from discrimination and harassment and enhancement of inclusiveness, a principle set out in Marcolin's Code of Ethics**
 - *"The Group will not tolerate any discriminatory conduct or any form of personal harassment and/or insulting. Therefore, the Group is committed to providing a work environment that excludes any form of discrimination and harassment related to gender, ethnicity, religion, nationality, age, affectional and sexual orientation, ability, political views, or other non-work related personal characteristics; therefore within its organizations worldwide it grants everyone equal opportunities in terms of access and professional growth."*

GENDER EQUALITY POLICY

Document approved by the Board of Directors on 08/11/2023

Attention to Communication methods within the company

- Communication as a powerful across-the-board tool in every business process.
- A safe, equitable and inclusive work environment is created by using images and language that recognize and reflect diversity and that avoid unconscious biases.
- Ensuring proper equity and diversity inclusion, placing a strong focus not only on the images and languages used, but also on the sharing tools chosen based on the type of information to be disseminated, so that it can be understood and shared by all the collaborators.
- The importance of inclusive communication is not only reflected within the company but represents a co-responsibility to be shared with the stakeholders and the community in which the company operates.

OBJECTIVES

The objectives and commitment set out in this Gender Equality Policy have been defined by senior management, in coordination with the Steering Committee, in compliance with the provisions of **UNI PdR 125:2022**.

To ensure its effectiveness and adherence to an ever-changing business, institutional, and social context, it will be subject to periodic review, verification, and monitoring of expected results.

The objectives, duly detailed within the Strategic Plan, cover the following issues:

1. Selection and hiring (recruitment):

- The selection phase is a crucial process for business growth. It allows the company to enrich its assets through the inclusion of new resources capable of bringing new and different skills.
- Diversity, if interpreted correctly, is a source of development and innovation that is achieved through the enhancement of heterogeneous work teams.
- Marcolin S.p.A. adopts and promotes processes aimed at ensuring balance at all the selection stages, based on the evaluation of objective competencies, without discrimination and distinction of any kind.

2. Career management

- Throughout their shared journey within the company, our people must feel engaged and valued for their specific skills and for the way they express their professionalism in the tension to the result.
- In this sense, career plans, such as performance management policies, must be neutral with respect to the characteristics that distinguish each resource.
- Holding these assumptions firm, Marcolin S.p.A. applies a structured process to evaluate each collaborator that is based on objective, neutral and inclusive criteria, taking into consideration the principle of equity and avoiding the creation of an evaluation mismatch based on egalitarian evaluations.

3. Wage equity

- Marcolin S.p.A. believes in the contribution that each person can make with their skills and role. Therefore, it aims to adopt compensation practices to ensure that collaborators of both genders can receive fair pay for their work.
- Wage equity is periodically monitored in order to close any gaps and be able to ensure equity at all organizational levels.
- Marcolin S.p.A. is committed to periodically informing its collaborators of the remuneration policies adopted, also with reference to benefits, bonuses, welfare programs, responding to people's needs and uniqueness.

4. Parenting, care

- Marcolin S.p.A. has always been keen to listen and support its collaborators in their key life events.

GENDER EQUALITY POLICY

Document approved by the Board of Directors on 08/11/2023

- To guarantee concrete support, Marcolin S.p.A. adopts change management processes to ensure that its collaborators can act out their roles as mothers and fathers in the best and most active way.
- A strong focus is given to accompaniment in this dual role of professional and parent, highlighting the new skills acquired by becoming a parent and those essential for growth in the company, fostering a proper work-life balance.

5. Work-life balance

- Marcolin S.p.A. believes that work-life balance policies play a key role in determining all diversity inclusion dynamics, as people need to find support within the work environment to meet their needs, through benefits and/or facilitations.
- Precisely in this regard, Marcolin S.p.A., understanding the importance of a proper balance between work and personal commitments, has implemented work-life balance actions that best suit the different needs of male and female collaborators; for years it has had a flexible benefits platform and has taken action to facilitate accessibility to local educational services for its collaborators with children, to psychological safety support services, and supplementary health care programs.

6. Activities to prevent all forms of physical, verbal, digital abuse (harassment) in the workplace

- Marcolin S.p.A. is committed to preventing all forms of physical, verbal, digital abuse (harassment) in the workplace, promoting an open, safe and transparent work environment in which everyone is encouraged to ask questions when they are uncertain about how to behave in a particular situation and to feel comfortable raising ethical issues.
- There is a procedure in place, approved and reviewed by the Integrity Committee of Marcolin S.p.A., for the anonymous reporting of abusive situations that can be accessed by all the collaborators, who are periodically informed of this possibility.
- Time and resources are devoted to ongoing collaborator training and information in order to maintain a high level of attention to the issue and create a solid and lasting cultural change.

The objectives, detailed within the Strategic Plan, will be reviewed annually by senior management and the Steering Committee to ascertain its continued compliance with the requirements set forth by **UNI PdR 125:2022** and current gender equality regulations.

In order to ensure continuous compliance with the company's gender equality goals, measurable, feasible, relevant, and comparable indicators will be identified and used to drive real change.

INTERNAL AND EXTERNAL COMMUNICATION - GENDER POLICY DISSEMINATION

The Gender Equality Policy is brought to the attention of all company personnel so that each person, with their own aptitudes, skills and roles, can contribute actively and more consciously to the achievement of the goals set.

Marcolin S.p.A., believing in the strength of its network and alliances, is committed to communicating its commitment to pursuing the objectives set forth by **UNI PdR 125:2022** also outside its own organization, by informing its stakeholders, suppliers and the entire network that Marcolin S.p.A. is a part of.

This Gender Equality Policy is integrated with the Quality Policy, reinforcing the principles set out in Marcolin S.p.A.'s Code of Ethics.