

Gender Equality Policy

This Gender Equality Policy sets forth the principles and goals of the commitment of Zucchetti Rubinetteria S.p.A. (hereinafter ZUCCHETTI) to the issues involved in gender equality, appreciation of diversity and female empowerment.

INSPIRING PRINCIPLES

With the implementation of a Gender Equality Management System compliant with UNI/PdR 125:202, ZUCCHETTI has undertaken a process aimed at strengthening the principles inspiring gender equality within its own organisation.

ZUCCHETTI believes in a culture founded on respect and appreciation of diversity in terms of gender, age, origins, social extraction, religious beliefs, political ideas, psychological and physical abilities, and sexual identity and orientation.

ZUCCHETTI is committed to:

- creating an inclusive, collaborative, supporting, transparent working environment, receptive to the ideas of all employees;
- applying human resources management and development policies promoting an inclusive culture of access to positions in the company and career growth, guaranteeing equal opportunities for all employees and favouring reinforcement of the female gender;
- ensuring that everyone is treated with dignity and respect;
- promoting “zero tolerance” of any form of intimidation, bullying, sexual harassment or mistreatment against employees in the workplace and sanctioning everyone who violates this principle;
- adopting an approach based on dialogue and discussion in relations with employees in order to involve them in our commitment to social sustainability and ensure that they are aware of the principles of gender equality;
- communicate clearly, within and outside the company, its intention of pursuing the goal of gender equality and appreciation of diversity.

TARGETS

ZUCCHETTI's focus on and commitment to the process of ensuring that the principles listed above are achieved and maintained revolves around the areas identified in the standard of reference, UNI 125:2022, which are:

1. **Culture and strategy**
2. **Governance**

3. HR processes
4. Opportunities for growth and inclusion of women in the company
5. Equal pay for equal work
6. Protection of parenthood and life-work balance

ZUCCHETTI has come up with specific policies targeting each of these areas, inspired by the following principles and goals:

- **Culture and strategy:** improvement of the working environment, promoting and supporting principles such as inclusion, gender equality, appreciation of gender diversity, fighting and overcoming stereotypes, discrimination or prejudice – including unconscious bias on the basis of gender.
- **Governance:** implementation of a governance model setting up sufficient organisational methods and ensuring that the minority gender is adequately represented in the company's governance and control bodies, with the presence of processes aimed at identifying and remedying all incidents of non-inclusion.
- **Human resources management:** improvement of the ability to offer gender-neutral access to career paths and opportunities for growth in the company, promoting a culture based on meritocracy and respect for people independently of gender, to ensure that women and men are equally represented in the processes of appointment to positions in the company.
- **Equal pay for equal work:** implementation of fair remuneration practices ensuring that employees of both genders receive a fair salary proportionate to the work they perform and their seniority in the company, with application of processes for balancing remuneration on the basis of a *total reward* logic, and therefore including non-monetary forms of remuneration such as welfare and wellness.
- **Protection of parenthood and life-work balance:** implementation of policies aimed at supporting employees during parenthood and the providing of assistance to “vulnerable” family members.

Personnel are asked to comply with and apply the principles contained in this Policy.

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