

**GENDER EQUALITY POLICY**

**Purpose and efforts of our Organization**

According to the management system's purpose, our organization's goal is to guarantee gender equality for women's presence and professional advancement.

In this sense, it aims to capitalize on the diversity present in the roles that operate within the organization and able to develop women's empowerment in business activities.

In order to achieve and maintain this goal, the organization's attention is focused on the areas prepared by UNI 125:2022 practice

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunity
5. Remunerative Equity
6. Parenting

The organisation believes that the development of a cultural model which promotes gender equality is a factor for business development which the organisation leads as well as generating "social value" which can be appreciated in the European institutional economic context.

**Results based on stakeholder satisfaction**

The organisation therefore intends to ensure gender equality through concrete actions which, in addition to being in accordance with the requirements/indicators set out in the individual areas indicated, can be really and truly appreciated by the women in the organization, who are the real stakeholders

The organization, with the intention of focusing on this satisfaction at any time and in any circumstance of the working life of the woman in the organization, has chosen to look at this "life cycle" through the following aspects:

- Selection and hiring (recruitment)
- Career management
- Remuneration equity
- Parenting, care
- Work-life balance
- Prevention of abuse and harassment

For each of the following aspects, the organisation has established more specific policies which are listed below. For each policy expressing the principles to which the organisation is based, the organisation has associated specific and measurable equality objectives as set out in the strategic plan

**SPECIFIC POLICIES FOR GENDER EQUALITY**

The organization has understood and established the principles to be respected in relation to the analysis of its business processes.

These principles are the guiding criteria for processes to address:

- Existing gaps in relation to the indicators established by UNI PdR 125:2022
- The needs of women in the organization as the main stakeholders in the concrete results of the system

**POLICIES:**

**SELECTION AND HIRING (RECRUITMENT)**

Our organization, when selecting and recruiting personnel for business activities, respects the following principles with a view to improvement:

- The selection of the candidate must be gender neutral
- Selection criteria should consider the requirements for personal qualities, such as professionalism, competence, specialization, experience
- The selection must not include questions relating to marriage, pregnancy and family responsibilities
- The selection must consider that the presence of women and men in the workforce must be balanced against the total number of people in the workforce
- The roles of managers, business unit managers, senior management and budget managers must be distributed in a balanced number
- The job position, as envisaged during recruitment, must provide for a pay related to the tasks and responsibilities and not influenced by gender
- The selection must consider that the percentages of women and men whose contracts provide for variable remuneration are balanced

**CAREER MANAGEMENT**

Our organization is aware that the economic results achieved also depend on the human resources working there and all opportunities for development of such a career will relate only to the results and merit of the person regardless of gender. Our organisation, with a view to improvement, manages the careers of its staff in accordance with the following principles:

- Roles and duties assignment must consider a gender leadership balance
- The design of career paths and their presentation should be addressed to all genders
- Staff career paths are accessible to all those who can ascertain the maintenance of balances of gender equality in a transparent manner
- The working environment in which you spend most of the day must ensure to all people the possibility (technological and physical) to express themselves, as well as a sense of safety and comfort for all.
- Training for skills and awareness development is a key process to remove career difficulties and restore gender balance in leadership.

- Considering the career transition linked to the Board of Directors, at least 1/3 of our Board of Directors must be represented by females
- The stages of secondment of staff from the organization in case of dismissal are strictly examined by checking turnover according to gender.
- Promotions always take into account gender balance in terms of functionality.

### **REMUNERATION EQUITY**

Our organization's aim is to ensure equal pay regardless of gender during recruitment and throughout staff's careers. The organisation does not consider the costs of remunerating people of different gender asymmetrically. In determining, paying, and adjusting remuneration, the organisation shall comply with the following principles:

- Remuneration is given to individuals according to their role and responsibilities, and any additional compensation, including benefits and bonuses, is determined by the results produced and recognized.
- Remuneration, premium payments and benefit allocations are documented, for transparency, and accessible to all staff
- The criteria for remuneration, premiums, and benefits are documented and accessible to all staff.
- Any staff member has the right to report any disparities

### **PARENTING AND CARE**

Our organization intends to constitute no obstacle to parenthood, supporting motherhood and fatherhood through activities aimed at meeting the needs of those who, due to their state connected with parenthood, must balance his efforts between work and new occurrences. The organisation supports this intention in the light of the following principles:

- Motherhood and fatherhood are supported by training, information and reintegration programmes
- Maternity is assisted before, during and after birth
- Paternity leave must be promoted so that all potential beneficiaries can benefit of it for the entire period set by law
- Leave returns are supported by specific re-orientation initiatives
- The organization takes an active role in supporting the activities of caregivers (those taking care of the unborn child) with concrete initiatives.
- Fathers and mothers receive more support through the offer of child-focused services, like vouchers for sports activities

### **WORK-LIFE BALANCE**

Our organization aims to provide its staff the possibility of managing the time to be devoted to life and work through a balance of balances that takes into account both company's business objectives, and the psychological and physical well-being of the worker as a result of greater freedom of self-determination.

The principles underlying the reconciliation of working and living time are:

- Work-life balance measures are aimed at all employees regardless of gender
- Organization adopts part time, flexible working hours and smart working

- The organization allows for telematics connections with all staff working from outside (regardless of contract), for work operations and participation in meetings.

#### **PREVENTION OF ABUSE AND HARASSMENT**

Our organization rejects any form of abuse or harassment and carries out a zero-tolerance policy to prevent and repress the phenomenon. The organization implements its prevention through concrete actions whose principles include:

- That the risks of abuse and harassment are identified
- That the organisation plans preventive actions in relation to this risk
- The possibility of reporting suspicions and/or facts relating to abuse and harassment
- The absolute protection, by the organisation, of the reporting persons against any subsequent retaliation,
- That the organization should analyse and understand any abuse and harassment
- The development of a kind and gender-neutral communication

#### **For any reporting on these policies please send your reports to:**

- 1) to the email address [whistleblowing@devellis.it](mailto:whistleblowing@devellis.it) or [organismodivigilanza@devellis.it](mailto:organismodivigilanza@devellis.it) ;

alternatively in anonymous form

- 2) by post or internal mail with the following indication on the envelope;  
"AL COMITATO GUIDA di DE VELLIS SERVIZI GLOBALI S.R.L."

**DE VELLIS SERVIZI GLOBALI S.R.L.**

Via Delle Industrie 29 – 03100 Frosinone

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