

Integrated gender Equality and Inclusion Policy

Fratelli Carli S.p.A., in its capacity as a **Benefit Company**, integrates economic, environmental and social objectives into its business strategy, promoting a corporate culture founded on responsibility, legality and respect for people. The company strives to guarantee an ethical, inclusive and transparent working environment, inspired by the sustainability pillars and the Articles of Association. Among its common good purposes is a commitment to motivate and value all the people who contribute to the success of the company, ensuring safety, respect and recognition of diversity.

In this integrated vision, promoting Gender Equality and Inclusion is a strategic objective across all areas, fully consistent with the company's values.

Aims of the Policy

With this Integrated Gender Equality and Inclusion Policy, Fratelli Carli seeks to strengthen the company's organizational culture in terms of inclusion and gender equality, and to value all individuals. To this end, the Management has assigned adequate resources, responsibilities and appointments, and has also set up a Steering Committee tasked with ensuring the adoption, effective implementation and continual updating of this policy.

The Management has also established a series of specific strategic objectives, a management model for their implementation and a monitoring system with dedicated KPIs to measure progress and verify the efficacy of the actions undertaken, also in observance of the UNI/PdR 125:2022 Guidelines.

General objectives

The company has established the following objectives as fundamental guidelines for fostering a fair, inclusive working environment that is respectful of diversity:

- to ensure equal opportunities and equal remuneration at all stages of professional development, from recruitment to career management, promoting equity in assessment, recognition and professional training and development systems;
- to foster a healthy work-life balance and joint responsibility, also through corporate welfare services;
- to promote and support parenthood and return to the workplace, through measures set out in the dedicated Policy, with a view to guaranteeing professional continuity, organizational well-being and equal opportunities for growth throughout the working life cycle;
- to raise awareness and train staff on Gender Equality issues and respect for diversity;
- prevent all forms of direct and indirect harassment and discrimination through listening and awareness-raising activities aimed at protecting the dignity and integrity of the individual;
- to adopt inclusive practices in decision-making, organizational and communication processes;
- to foster Gender Equality and Inclusion right along the supply chain, integrating these aspects into the criteria for the ESG mapping of suppliers and designing shared activities to promote awareness-raising, the exchange of good practices and development pathways on issues regarding equity, diversity and inclusion;

- to conduct a yearly analysis of data on company staff, broken down by gender, age, professional level, contract type and other significant factors, in order to identify any disparity, assess the efficacy of the measures implemented and support fairer, more informed decisions;
- to guarantee the distribution and transparency of this Policy, making it accessible to everyone within and outside of the organization, with a view to boosting awareness, active participation and shared responsibility regarding Gender Equality and Inclusion issues.

In observance of the UNI/PdR 125:2022 Guidelines on Gender Equality, the implementation of this Policy is ensured by the active involvement of all the corporate functions, in keeping with the Strategic Plan, objectives and KPIs established.

The company undertakes to provide adequate training and information to all staff, so that each individual understands their role in fostering Gender Equality and Inclusion.

The Policy is an integral part of the company's Management System, and is subjected to checks, audits and regular reviews to monitor its efficacy, prevent any nonconformities and ensure continual improvement. It is communicated to everyone in the organization and made available for consultation within and outside of the company.

THE Chief Executive Officer
Carlo Carli