


In line with the corporate guidelines aimed at pursuing gender equality, enhancing diversity and supporting female empowerment, the Management of STIL CRIN SRL, in collaboration with the Steering Committee, guarantees:

- Respect for the constitutional principle of parity and equality within the organization and in the daily exercise of work activity;
- The development of an inclusive work environment;
- The adoption of policies to prevent any kind of discrimination within the workplace, including on the basis of gender, as well as during the staff hiring process;
- Organization of training courses and initiatives aimed at promoting the principles of equality and gender parity that management guarantees, as well as equal and equitable participation in training and development courses, with the presence of both sexes, including leadership courses
- Provision of policies for managing parenthood and work-life balance as well as policies and services to promote the reconciliation of personal and working life times and measures to ensure work-life balance aimed at all employees;
- Growth opportunities within the company and equal pay;
- Selection and hiring procedures that define rules aimed at preventing gender inequality, in particular suitable for countering bias; the prohibition, during interviews aimed at hiring new resources, of asking questions relating to marital and family life or any projects of the candidate relating to his/her personal sphere of private life;
- Protection of gender-based pay equity;
- A periodic review of this policy, as part of the verification and improvement of the management system;
- that genders are equally represented among the speakers of the panel of round tables, events, conferences or other events, including scientific events;
- The maintenance of benefits and initiatives that enhance the experience of parenthood to protect the relationship between the person and the company before, during and after maternity and paternity;
- internal mobility and succession policies consistent with the principles of an inclusive organization that respects gender equality;
- The identification and subsequent periodic and constant monitoring of process indicators belonging to different areas, including Culture and strategy, Governance, HR, Growth opportunities and inclusion of women in the company, Equitable remuneration by gender and Protection of parenthood and work-life balance;

	Gender Equality Policy	M6.1
		Rev. 0
		Date: 31/07/2024

- the principles and objectives of inclusion, gender equality and attention to gender diversity;
- adequate organizational controls and the presence of the minority gender in the organization's management and control bodies as well as the presence of processes aimed at identifying and remedying any event of non-inclusion;
- policies to support parenthood in its various forms and the adoption of procedures that facilitate and support the presence of women with preschool-age sons and daughters;
- that job descriptions to be hired are gender-neutral and the recruitment process is aimed at both men and women;
- processes aimed at ensuring non-discrimination and equal opportunities in professional development and promotions, based exclusively on skills and professional levels;
- that career opportunities and professional development programs are aimed at the entire company staff;
- data relating to the status of hiring, the situation by gender, the male and female situation for each profession, training, professional promotion, levels, category or qualification changes, other mobility phenomena, the intervention of the CIG, dismissals, early retirements and retirements and the remuneration actually paid;
- a working environment that promotes diversity and protects the psychological and physical well-being of employees; a control mechanism to avoid practices that do not correspond to the declared non-discriminatory policies, including salaries, benefits, bonuses, welfare programs;
- information to employees of the remuneration policies adopted in the company also with reference to benefits, bonuses, welfare programs;
- specific programs for maternity or paternity leave and methods of information about any important changes that occur in the workplace during the leave.

Pavone del Mella, 31st July '24

The Management and the Steering Committee