GENDER EQUALITY PLAN

Annual report 2025

Summary

WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE 2

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING 3

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION - INTEGRATING THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTEXT 3

MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT 4

WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

The company regulations provide some forms of help to enable employees to reconcile private and working life to the best.

Among these benefits we find the working mode in smart working.

It is possible, to come against the needs of an employee who requests it, to agree on a reduction in working time from full-time to part-time.

This can take place indefinitely or for a fixed period of time, depending on the needs of the employee and the needs of the company.

There is also the possibility of hiring directly part-time according to specific needs.

Every employee is entitled to a fixed number of days of leave in case of marriage, birth or illness of a child.

The company will undertake, as far as possible, to accommodate employee requests regarding work in smart working and part time modes.

In addition, it undertakes to include language neutrality in communications, first internal and then external to the company, so as to avoid any form of discrimination.

ACTION	OBJECTIVES	INDICATORS	2025
Neutral language and communication	Neutral language through official messages for internal and external communication	Sample of documents	Not Yet
Smart working	Working mode in smart working	% employees in smart working	100%
		% day of smart working for week	100%
Part-time	Possibility to request a temporary or indefinite part-time reduction	Number of employees part time	W: 5 M: 3
Sick leave for children	leave to reconcile private and working life	Hours used during the year	Not Yet
		Number of employee users	Not Yet
Marriage leave	leave to reconcile private and working life	Hours used during the year	Not Yet
		Number of employee users	Not Yet
Parental leave	leave to reconcile private and working life	Hours used during the year	Not Yet
		Number of employee users	Not Yet

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

At the beginning of its activity the company has a male prevalence in its staff and consequently also in managerial positions and in the work teams that currently consist of a single project.

However, with a view to expanding the workforce for the current project and future projects, the company undertakes to set up homogeneous working groups taking into account the necessary skills.

ACTION	OBJECTIVES	INDICATORS	2025
Woman presence in the apical positions	Create a balance in leadership positions	Number of people with Function Manager profile by gender	M: 1 W: 1
		Number of people with Project Manager profile by gender	M: 2 W: 6
Gender balance in the project team	Support gender balance in project team formation	% gender presence	Team 1: M 46% - W 54%

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION - INTEGRATING THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTEXT

The company is undertakes to ensuring equal treatment in the selection of personnel.

The selection process is aimed at both sexes.

The recruitment decision is based exclusively on the analysis of the required competences and profiles without considering any element of discrimination.

All employees, when it's necessary, will be offered the opportunity to take training courses.

It is guaranteed that the salary of each employee is not related to gender and not even to any personal condition but only to the experience and skills developed.

All employees have the same opportunities to advance and improve their job

ACTION	OBJECTIVES	INDICATORS	2025
Pursure pay equity among amployees	Equality in pay according the job content	Comparison of salaries of staff with the same function	-
Attribution of wage increases and occasional awards	Equal treatment	Number of increases by gender	M: - W: 2
Female presence among the candidates recruited	Equality in the recruitment process	Number of candidates by gender	W: 2
Internal and external training	Equality in the training process	Number of training days	8 days for the whole company

MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

All forms of discrimination and violence are condemned.

The goal is to create a safe working environment for all employees.

To date there have been no cases of aggression or violence but there is not even a specific procedure.

The purpose is to implement a specific procedure and to establish a way by which report any case or suspected case of aggression or violence.

ACTION	OBJECTIVES	INDICATORS	2024
Awareness raising about violence and aggression	create a safe working environment for all employees	Report and alerts	-
Predisposition and dissemination of a special Procedure for violence and aggression cases	create a safe working environment for all employees	Predisposition and dissemination to all employees	Not Yet