

Gender Equality Policy

The Gender Equality Policy represents the tool to ensure gender equality with regard to the presence and professional growth of resources, enhancing an inclusive culture and the activation of processes capable of developing the enhancement of the female component of the workforce. The Policy expresses the company's mission with regard to these issues, in line with Exprivia's strategic vision from which objectives and plans for continuous improvement are derived.

The fundamental principles underpinning the formalized Gender Equality Policy are:

- Impartiality, inclusiveness and equity;
- Fairness and transparency;
- Employees enhancement;
- Protection of the individual;
- Combating all forms of harassment, violence and discrimination.

To this end, Exprivia has decided to adopt a Gender Equality Management System (GEMS), in compliance with UNI/PdR 125, as a tool to pursue its own gender equality policies, with a view to the gender equality improvement and promotion. The Management System aims to support and encourage the company to adopt appropriate policies to reduce, and in perspective eliminate, the gender gap with the consequent benefits for employee's welfare, in addition to the reputational and ethical impacts.

In the pursuit of its policy Exprivia is committed, with the establishment of the Gender Equality Management System, to:

- adopt instruments to prevent any form of gender discrimination and to oppose any act adversely affecting employee's dignity, regardless the role and the responsibility level;
- enhance diversity in every company process: from human resources recruiting to the training access, from defining remuneration policies to performance evaluation and the allocation of reward systems, from suppliers' selection to service/products supply;
- support employees' family welfare through working methods (smart working, part time, flexible working time) to foster the conciliation between professional activity and private life;
- promote information, sensibilization, employees' engagement activities on the topics of equal opportunities and women empowerment, avoiding stereotypes and promoting the women contribution visibility;
- guarantee the fair and equal participation to training and enhancement paths, with no gender discrimination, including leadership courses;
- promote a communication, through marketing and advertising activities as well, that transparently declares the will of accomplishing the gender equality, enhancing diversity and supporting the women enhancement;
- guarantee internal mobility and executive positions succession consistent with the principles of an inclusive and gender-equal organisation;
- allocate proper resources to the implementation and improvement of the Gender Equality Management;
- avoid any form of retaliation in the event Exprivia actions or behaviors that do not comply with the requirements of UNI/PdR 125 are reported.



The GEMS policy strategical goals, synergically interacting with each other, are:

- increasing women's participation in the Labor market;
- promotion of the equality between men and women in the decision-making process, including round table panels, events, conferences or other events, including scientific ones;
- reducing the pay and pension gap between men and women, including to combat female poverty;
- reducing the gender gap in family care;
- organization of work to achieve a work-life balance;
- combating stereotypes, gender-based violence, protecting and supporting victims;
- increasing the understanding and motivation of staff towards the company's goals and objectives related to Gender Equality aimed at continuous improvement;
- dissemination of the gender equality policy to all staff and stakeholders through internal communication and publication on the institutional website.

In order to promote the achievement of the principles and objectives set out, Exprivia's management believes it is essential to continuously adopt the GEMS in order to develop an organisational model that promotes gender equality and enhances equity and inclusiveness.

The gender equality policy provides the necessary inputs to express the Strategic Plan for gender equality and to identify, develop and implement procedures specifically dedicated to gender equality, according to the company reference context, related to the Strategic Plan topics:

- Recruitment;
- Career management;
- Wage equality;
- Parenting, care;
- Work-life balance;
- Prevention of every form of physical, verbal, digital abuse (harassment) in the workplaces.

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Chairman & CEO
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