

In line with the corporate guidelines aimed at pursuing gender equality, enhancing diversity and supporting women's empowerment, the Management, in collaboration with the Steering Committee and in compliance with UNI PdR 1251.2022, reports its commitment below.

Improvement, governance, culture and strategy

- A periodic review of this policy, as part of the review and improvement of the management system;
- The identification of objectives within an appropriately monitored strategic plan, in order to encourage and support the development of an inclusive work environment;
- Adequate organisational safeguards and the presence of the minority gender in the organisation's steering and control bodies, as well as the presence of processes aimed at identifying and remedying any event of non-inclusion or to take suggestions with respect to the issues, even anonymously;
- Raising awareness of all stakeholders, internal and external to the organization, on the use of inclusive behaviors and languages;
- Training at all levels with respect to gender diversity, stereotypes and inclusive language.
- That genders are equally represented among the speakers on the panel of round tables, events, conferences or other events, including scientific ones;
- Respect for the constitutional principle of parity and equality within the organization and in the daily exercise of work;
- The identification and consequent periodic and constant monitoring of process indicators belonging to different areas, including Culture and strategy, Governance, HR, Opportunities for growth and inclusion of women in the company, Gender pay equity and Protection of parenthood and work-life balance;

Personnel and courier management

- Selection and recruitment procedures that define rules to prevent gender inequality, in particular suitable for combating bias;
- The adoption of policies to prevent any kind of discrimination within the workplace, including on the basis of gender, as well as during the recruitment process;
- Organization of training courses and initiatives aimed at promoting the principles of equality and gender equality of which the management is the guarantor;
- Opportunities for growth in the company and equal pay;
- The prohibition, during the conduct of interviews aimed at hiring new resources, to ask questions relating to marital and family life or to any projects of the candidate relating to his or her personal sphere of private life;
- whereas job descriptions are gender-neutral and the recruitment process is aimed at both men and women;

Growth opportunities

- Fair and equal participation in training and enhancement courses, with the presence of both sexes, including leadership courses;
- Internal mobility and succession policies to managerial positions consistent with the principles of an inclusive organization that respects gender equality;
- Processes aimed at ensuring non-discrimination and equal opportunities in professional development and promotions, based exclusively on skills and professional levels;
- Gender balance in corporate leadership positions, in correlation with the specific sector and specific tasks;
- Gender-neutral access to and acceleration of internal career and growth paths;

Pay equity

- The protection of gender pay equity, guaranteeing the commitment to promote fair pay based only on gender-neutral and objective assessments;
- Information to employees of the remuneration policies adopted in the company, including with reference to benefits, bonuses, welfare programs;

Protection of parenthood and reconciliation of life and work

- Provision of policies for the management of parenting and work-life balance, evaluating smart working and/or other forms of flexible work.
- The maintenance of benefits and initiatives that enhance the experience of parenthood as a moment of acquisition of new skills for the benefit of the person and the organization, to protect the relationship between the person and the company before, during and after maternity and paternity;
- Attention to dialogue with trade associations and trade unions, where present, in order to promote respect for the rights and principles of non-discrimination.
- Policies to support parenting in its various forms and the adoption of procedures that facilitate and support the presence of women with pre-school sons and daughters;
- Specific programmes for maternity or paternity leave and information arrangements for any major changes that occur at lavoro's location during the leave;
- Information mechanisms aimed at encouraging the request for paternity leave;

Place and Date

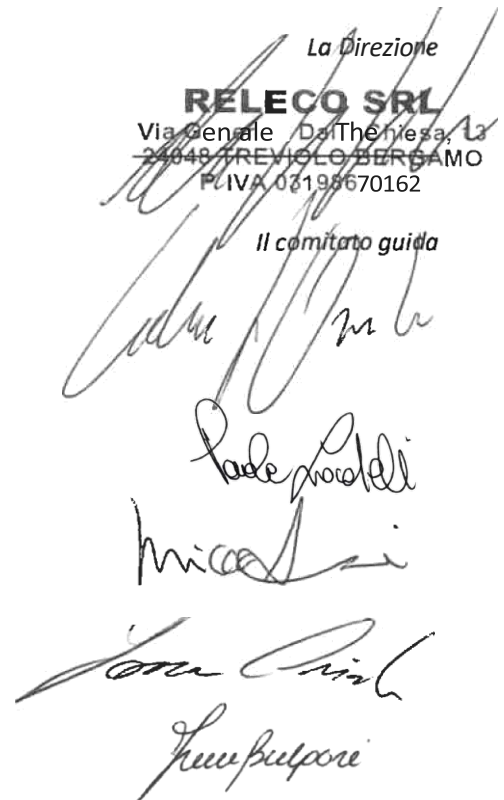
Treviolo, 23/03/2026

La Direzione

RELECO SRL

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Il comitato guida



Handwritten signatures of the steering committee members, including names like Paolo Pirelli, Micaela, and Giuseppe.