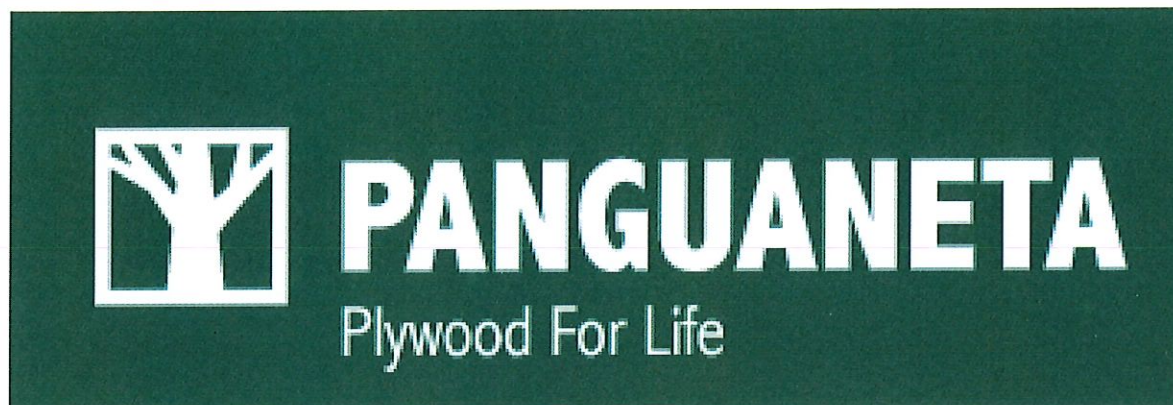

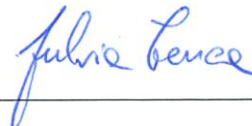
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Panguaneta S.p.A.
Via Gino Solazzi, 19
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GENDER EQUALITY		UNI/PdR 125:2022	
GENDER EQUALITY POLICY			
Revision no.	Rev. 01	Date of issue	19/09/2022

	Qualification	Name	Signature
Drawn up by:	Integrated system manager	Miriam Tenca	
Approved by:	Project manager	Fulvia Tenca	

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Panguaneta S.p.A. has defined its “Gender Equality Policy”.

The policy includes the company's commitment to comply with the requirements relating to Gender Equality, both those specifically adopted by the company and those included in the current laws.

The policy was issued in controlled form and approved by the General Direction. This document is shared through the internal bulletin board, the company website and, where requested, it is directly sent to specific interested parties.


It is regularly reviewed and re-approved by the General Direction to guarantee its adequacy, appropriateness and constant effectiveness.

The Internal Management Board shall be responsible for the whole Gender Equality system.

Corporate commitment to Gender Equality

Regarding the commitment of Panguaneta S.p.A. to Gender Equality, the company considers the following objectives as priorities:

- Complying with the constitutional principles of equality;
- Implementing policies and actions to encourage female employment - especially for young and qualified women - and female businesses, also with incentives accede to loans and tax benefits;
- Enforcing measures to promote effective equality between men and women at the workplace, including: equal access opportunities to employment, income equality, equal access to career and training opportunities, full implementation of paternity leave in line with the European best practice;
- Promoting welfare policies to support the additional work of caretakers, in compliance with par. 1 art. 3 of the Italian Constitution (formal equality);
- Taking specific measures supporting equal opportunity, in line with the provisions of par. 2 art. 3 of the Italian Constitution (substantial equality);
- Including the principles of Gender Equality into national law so that its voluntary adoption becomes a reference in case public and private organizations of every sector and size are required to certify the sustainability and application of gender policies, because of specific production needs and purposes in specific contexts as tenders, requests of public contributions or reward systems in line with free market principles;
- Granting increasingly better and fair working conditions for our employees, complying with all the relevant national and international regulatory provisions, collective agreements, corporate commitments and international standards;
- Implementing, enforcing and maintaining our compliance with the requirements for Gender Equality over time, adapting to any new requirements that may be necessary;
- Providing adequate training and information on ethics, inclusiveness and equal opportunities to all the staff members;
- Constantly defining and updating this Gender Equality Policy;
- Extending the commitment of Panguaneta S.p.A. to social sustainability even beyond the scope of our activities, involving stakeholders and promoting the principles of equality and inclusion, identifying and managing social impacts in an ethical and responsible way;
- Considering the respect of human rights in the working environment, the impact on health and safety of people, the management of certified systems over time as important factors in the selection and evaluation of our suppliers;
- Integrating principles of equality and equal opportunities into staff assessment and selection processes;
- Adopting an open approach with the employees to involve them in our commitment to social sustainability and raise their awareness of gender equality.
- Carrying out regular internal audits and checks aimed at ensuring the compliance with social equality requirements, planning and implementing corrective and improvement actions, when necessary.
- Participating in the dialogue with all the parties involved, spreading the commitment of Panguaneta S.p.A. to Gender Equality among the stakeholders;
- Complying with the law provisions on equal opportunities, diversity and inclusiveness in all its forms;
- Special attention of the General Direction to the prevention of any form of gender discrimination or physical, verbal and/or digital violence;

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- Promoting full transparency and fairness in all our working activities as well as in our relationships with stakeholders, including employees.

Regarding the specific social requirements relating to compliance with human rights and equal gender opportunities, the approach adopted by Panguaneta S.p.A. is detailed below.

SELECTION AND RECRUITMENT

During the personnel selection and recruitment phases, the Company ensures a fair approach towards any candidate, carefully preventing any discriminatory and/or offensive behaviour.

The Company draws up gender-neutral job descriptions and recruitment processes, addressed to both men and women.

CAREER MANAGEMENT

Throughout the worker's professional cycle, the Company pays particular attention to equal opportunities for professional development and promotions, exclusively basing on the personal abilities, skills and professional levels of the employees.

The Company aims to balance the presence of men and women at the workplace, both at specific sector and at specific task levels, encouraging the diversity and the psycho-physical well-being of all the staff members. The Company offers the opportunity to receive specific training or specific notices to improve their professional skills and to manage of any possible obstacle they could find at the workplace.

WAGE EQUALITY

Panguaneta S.p.A., in compliance with the provisions of the National Labour Collective Agreement, guarantees wage equality to all the employees regardless of their gender, respecting the needs of people of all genders, ages and sexual/cultural orientations.

PARENTING

With the purpose of respecting every person and the realization of their private lives, Panguaneta S.p.A. ensures the full enjoyment of the right to maternity/paternity leave, encouraging the request for paternity leave in particular.

The Company ensures and guarantees the preservation of the same working conditions prior to leave, supporting the reinstatement of the workers through specific activities.

WORK-LIFE BALANCE

Panguaneta S.p.A. promotes the reconciliation of private and professional life, drafting measures aimed at offering the possibility of flexible working hours. The working activities are set only during the scheduled working hours, guaranteeing and allowing everyone's involvement without exceeding the pre-determined working hours.

DISCRIMINATION AND PREVENTION OF ANY PHYSICAL, VERBAL, DIGITAL ABUSE (HARASSMENT) AT THE WORKPLACE

Any form of physical, verbal, or digital abuse at the workplace is forbidden. In this regard, the Company has drawn up a plan to prevent and manage any form of harassment, which also includes a risk assessment and the analysis of the reported instances. Panguaneta S.p.A. in fact, pays particular attention to the language used among and towards the employees, recommending the use of a kind and neutral way of communicating.

Panguaneta S.p.A. condemns any discrimination among its workers, including choices based on race, sex, age, religion, political opinion, nationality, or social class both during the hiring and the selection phase of its staff members and on occasion of promotions and/or company benefits. Panguaneta S.p.A. commits not to take account of any factors listed above, implementing the managing process described in its procedures (staff selection and management).

In case of discrimination or harassment, the employees shall be free to report the facts by filling out anonymous forms available to all of them.

The objective of Panguaneta S.p.A. is to follow these principles throughout its entire supply chain, with the aim to continuously improve the satisfaction of its employees.

The General Direction

