D&I AND GENDER EQUALITY POLICY

Promotec S.r.l. (hereinafter also referred to as "Promotec" or "the Company") firmly believes in the value of its human resources as an essential factor in achieving the highest quality of service. Our staff are our true, priceless asset, bringing with them experience, passion and expertise. For this reason, we are fully committed to creating a workplace where everyone is proud to work and to offering everyone, without exception, opportunities for professional development, as well as a stimulating and rewarding environment.

We reject all forms of discrimination, starting with the recruitment process and extending to remuneration, access to training, career opportunities and every other area. We actively promote freedom of expression and are constantly committed to combating prejudice and behaviour – whether conscious or unconscious (*unconscious bias*) – which is often deeply rooted in individual and collective culture.

We firmly believe that the values of diversity and inclusion — including equal treatment between men and women — are fundamental to building a fair, diverse workplace that is capable of fully valuing the talent of every individual.

With this in mind, and in full respect of the principle of equality amongst all individuals, we promote inclusive behaviour and language that encourage everyone to express themselves and recognise the value of differences. We reject all forms of discrimination based on age, gender, sexual orientation, health status, ethnic origin, nationality, political opinions or religious beliefs of our employees and collaborators.

With the active contribution of everyone in the Company, we aim to tackle the inequalities inherent in systems, policies and processes. Our aim is to foster a shared culture based on common values, promoting an 'open-door' policy that encourages dialogue and discussion. In this way, we aspire to make more inclusive decisions that take into account everyone's opinions and suggestions, as well as the needs of the most vulnerable groups.

Who we are addressing

This policy is aimed at all the Company's *stakeholders* – including employees, contractors, businesses, suppliers and the public sector – with the aim of establishing ourselves, from a social responsibility perspective, as a role model for future generations and for all those with whom the Company interacts, both now and in the future.

Aware that we are part of a wider socio-economic system, we believe that only a collective commitment can bring about real progress. For this reason, we actively promote a culture of

inclusion and non-discrimination through information and training initiatives, and we are committed to communicating transparently — both within and outside the organisation — our commitment to valuing diversity and pursuing gender equality, with a particular focus on strengthening the role of women.

Internal policies

The Company is committed to bringing about tangible changes in its internal policies and procedures, grounding them in the centrality and dignity of the individual. These new *standards* are designed to recognise diversity, govern effectively and act responsibly, whilst simultaneously promoting inclusive communication and pursuing the overarching goal of supporting and upholding D&I (Diversity and Inclusion).

Within this framework, the Company works to achieve the objectives of the UN 2030 Agenda and, more generally, to align itself with the inclusivity policies pursued by our country and the European Union. Specific mention is made of Goals 5 (Gender Equality), 8 (Decent Work and Economic Growth) and 10 (Reduced Inequalities).



To this end, with regard to gender equality, we have adopted specific policies which we implement on a daily basis within the company. These relate, in particular, to the following areas:

- Inclusive employment;
- Personal development and *empowerment*;
- Parenting;
- Work-life balance;
- Prevention of abuse and harassment;
- Training and awareness-raising.

Selection and recruitment

The Company takes appropriate measures to ensure a working – and social – environment guided by the principles of respect and inclusivity. To this end, we guarantee everyone equal access to the organisation's working environment and to career progression, whilst promoting and encouraging the coexistence of differences and a sense of belonging for all.

To encourage and enable the creation of a workplace that is as safe and inclusive as possible, the Company values diversity and combats all forms of discrimination, stereotyping or prejudice, with the aim of reducing any situations of difficulty or discomfort. To this end, we are committed to training the company departments involved in recruitment processes on inclusion and cognitive *biases* – including gender-based biases – which could potentially have a negative impact on selection processes. Precisely to avoid any form of discrimination, particularly unintentional discrimination, the Company has drawn up specific internal regulations aimed at the departments involved.

Valuing the individual and *empowerment*

The Company recognises the importance of every individual, whilst also acknowledging the value of the work and professional contributions they make within the organisation. The Company is committed to recognising individual *performance*, without discrimination of any kind. We therefore recognise the distinctive traits that characterise each individual, protecting, supporting and highlighting them, viewing them as added value and as essential elements for the continuous improvement of the working environment.

Consequently, we develop performance appraisal processes and systems that encourage ongoing dialogue between line managers and their staff, creating development plans free from any gender discrimination, but rooted in a culture of meritocracy. Periodic pay reviews, as well as incentive processes and schemes, are linked to the recognition of assigned responsibilities, results achieved and the quality of the professional contribution made, taking into account the context and applicable market benchmarks for similar positions or roles of a comparable level in terms of responsibility and complexity.

In all cases, the Company guarantees equal pay for equal work and is committed to resolving any unjustified pay discrepancies or inequalities.

In this context, the Company ensures equal representation, career paths and opportunities for growth for all, promoting equal relationships and equal opportunities in the development of individual skills, talents and aptitudes.

Parenting

We guarantee access to parental leave and childcare and *carer* support options for every employee, placing no obstacles in the way of parenthood but supporting motherhood and fatherhood through initiatives designed to meet the needs of those who, due to their parental circumstances, must balance their work commitments with new responsibilities. In particular, recognising the importance of a fair distribution of work within the Company and of family needs, we support and encourage parental leave so that all potential beneficiaries within the organisation can take advantage of it.

Work-life balance

We are committed to ensuring that all employees have the opportunity to balance their work responsibilities with their personal lives, through an arrangement that takes into account the objectives of the department in which they work and, at the same time, their specific personal needs as well as, more generally, their physical and mental wellbeing. *Work-life balance* measures are available to all staff.

Prevention of abuse and harassment

We ensure the prevention of sexual, verbal and psychological harassment in the workplace through a dedicated programme to raise awareness of gender-based violence, which educates staff and guides them in their day-to-day behaviour. Any conduct involving violence, harassment or abuse in the workplace is not tolerated by the Company, as it is contrary to its values and principles of conduct.

With regard to the prevention and handling of misconduct, the Company – with a view to promoting individual accountability in order to achieve the common objective – has put in place secure mechanisms for reporting and managing any instances of misconduct.

Training and awareness-raising

The Company recognises the importance of fostering a culture of kindness, understood as a constant focus on listening and on polite, neutral communication, aimed at preventing any potential gender *bias* and/or the use of non-inclusive language. To this end, in addition to ongoing awareness-raising within the organisation for staff on D&I and gender equality issues, we aim to train everyone on these topics, with the primary aim of eliminating any form of prejudice, even unintentional, thereby creating a place where everyone can feel protected and valued.

Establishment of a Steering Committee for Gender Equality

The Company has put in place a management system designed to monitor the effective implementation of D&I and gender equality policies and to record and manage any breaches of these

policies. In this context, it has also appointed a Gender Equality Steering Committee to provide practical support to the Company in implementing and monitoring these policies.

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This policy is published on the Company's website and has been communicated and disseminated throughout the organisation, in the interests of transparency and collaboration.

Anzola dell'Emilia (BO), 5 November 2026

The Legal Representative

Enrica Lazzarini

PROMOTEC S.r.l.
L'Amministratore Delegato
Enrica Lazzarini