

# CONTEC S.P.A.

## GENERAL POLICY PDR 125

CONTEC S.P.A. is committed to providing its employees with an inclusive and diverse, safe and healthy work environment.

Equal opportunities and fair treatment of all individuals on the basis of merit, without discrimination of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability or other characteristics protected by law represent the centrality of this project as CONTEC S.P.A. is firmly convinced that this action will bring growth at the company and company level.of teams.

As established in the purpose of the management system referred to in the UNI PdR 125:2022 Practice, it is intended to ensure gender equality relating to the presence and professional growth of women in the organization. In this sense, we want to enhance the diversity present in the roles that operate in the organization and maintain processes capable of developing women's empowerment in business activities. CONTEC S.P.A. believes that the development of a cultural model that promotes gender equality, in addition to creating "social value" appreciated in the European institutional economic context, constitutes a development factor for the organization's business.

CONTEC S.P.A. is therefore committed to the implementation of a management system that promotes gender equality, to enhance diversity and support women, which involves the activation of the following areas:  
opportunities for growth in the company and equal pay;  
policies for the management of parenthood and work-life balance;  
business process management policies.

CONTEC S.P.A. considers the following objectives to be a priority:

- respect the constitutional principles of parity and equality;
- adopt policies and measures to promote women's employment;
- adopt measures to promote effective equality between men and women in the world of work, including: equal opportunities in access to employment, equal income, equal access to career and training opportunities, full implementation of paternity leave in line with the best practices in the best possible settings.European practices;
- promote welfare policies in support of the "silent work" of those who dedicate themselves to the care of the family, in compliance with the CO. 1 Art. 3 of the Constitution (formal equality);
- adopt specific measures in favour of equal opportunities, in line with the provisions of paragraph 2 art. 3 of the Constitution (substantive equality);
- integrate the principle of gender equity into national legislation so that its voluntary adoption becomes a reference, if public and private organizations of all sectors and sizes are required to certify sustainability and the adoption of gender policies, justified by reason of specific needs and purposes aligned with free-market principles;
- guarantee better and fairer working conditions for our workers, applying and complying with all national and international legislative provisions, collective agreements, commitments signed by the organization and the requirements of international standards;

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- implement, implement and maintain compliance with the requirements for Gender Equality over time and adapt to any new requirements that may be required;
- ensure adequate training and information on ethics, inclusiveness and equal opportunities for all staff;
- define and continuously update this Gender Equality Policy;
- extend CONTEC S.P.A.'s commitment to social sustainability beyond the scope of our activities, actively involving stakeholders and promoting the principles of equality and inclusion, identifying and managing social impacts in a sustainable way. ethical and responsible;
- selecting, evaluating and preferring suppliers also on the basis of their ability to respect the human rights of their employees, assess the impact of health and safety on people and maintain and manage certified company management systems over time;
- include principles of equality and equal opportunities as part of the staff evaluation and selection process;
- adopt an approach of dialogue and confrontation in relations with employees in order to involve them in our commitment to social sustainability and raise awareness of the principles of gender equality;
- carry out periodic internal audits and verifications aimed at ascertaining compliance with social equality requirements, planning and implementing any corrective and improvement actions where necessary;
- participate in the dialogue with all interested parties, documenting and communicating CONTEC S.P.A.'s commitment to all stakeholders.on Gender Equality;
- comply with legal provisions on equal opportunities, diversity and inclusivity of all kinds;
- particular attention of the Top Management in preventing all forms of gender discrimination or forms of physical, verbal and/or digital violence;
- Promote full transparency and fairness in all our work activities and in our relations with stakeholders, including employees.

### **Results based on stakeholder satisfaction**

The organization intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the individual areas indicated, are of real and concrete appreciation by the women present in the organization, who are the real stakeholders,the results produced by the management system

The organization, with the desire to pay attention to this satisfaction at any time and in any circumstance of the working life of the woman in the organization, has chosen to look at this "life cycle" through the following Aspects:

- Selection and recruitment
- Career Management
- Pay equity
- Parenting, Care
- Work-life balance
- Prevention of abuse and harassment

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With regard to the specific social requirements relating to respect for human rights and gender equality, the position taken by CONTEC S.P.A. is specified below.

### SELECTION AND RECRUITMENT

CONTEC S.P.A. is committed to attracting and hiring people with different backgrounds and abilities, pursuing gender equality in the selection and recruitment phase through the identification of a shortlist of candidates that tends to be equal to men and women, enhancing meritocracy in the recruitment process, considering experience, skills and competencies guiding criteria in choosing the best candidates.

CONTEC S.P.A. provides, in the selection and recruitment of personnel, a fair approach towards any candidate profile, carefully preventing any discriminatory and/or offensive behavior. CONTEC S.P.A. Prepares gender-neutral job descriptions and recruitment processes for both men and women.

### CAREER MANAGEMENT

CONTEC S.P.A. Throughout the worker's professional cycle, particular attention is paid to equal opportunities for professional development and promotions, basing them exclusively on the personal skills, abilities and professional levels that characterise the employee. CONTEC S.P.A. tends to balance the presence of men and women in the workplace, both by specific sector and by specific task, promoting diversity and the psycho-physical well-being of all staff. In fact, CONTEC S.P.A. It addresses the opportunity to receive specific training or specific communications on the improvement of professional skills and the management of obstacles that may arise in the workplace. Equal and equal participation in training and enhancement courses is guaranteed, with the presence of both sexes, including leadership courses

### PAY EQUITY

CONTEC S.P.A., in compliance with the provisions of the National Collective Bargaining Agreements, guarantees equal pay to employees regardless of gender, respecting the needs of people of all genders and ages or sexual/cultural orientations.

### PARENTING, CARE

CONTEC S.P.A. undertakes to support, also to protect parenthood, employees during and after periods of long absence from work, avoiding any discrimination during and after leave, allowing them to stay in touch with CONTEC S.P.A. during the same and favoring reintegration at the end. With respect for the human person and the fulfilment of private life, the full enjoyment of the right to maternity/paternity leave is recognised, encouraging, in particular, the request for paternity leave. CONTEC S.P.A. protects and guarantees the maintenance of the working conditions prior to the leave, supporting the worker in the reintegration phase with specific support activities.

### WORK-LIFE BALANCE

CONTEC S.P.A. develops concrete actions to improve the work-life balance of its employees in all phases of the person's personal and professional life, through the adoption of a flexible working method (e.g. smart working) not penalizing and with times compatible with the assigned objectives and with economic contributions to the families of its employees. Work activities are arranged only during

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the expected working hours, guaranteeing and allowing the participation of all without exceeding the pre-established working hours.

### DISCRIMINATION AND PREVENTION OF ALL FORMS OF PHYSICAL, VERBAL, DIGITAL (HARASSMENT) IN THE WORKPLACE

CONTEC S.P.A. undertakes to ensure that genders are equally represented in the performance of the company's various activities, including participation in events, congresses and exhibitions, striving to avoid any form of discrimination; It is also committed to preventing sexual harassment in the workplace through a dedicated awareness-raising path on gender-based harassment that creates awareness in people and guides them in their daily behaviors. Any form of physical, verbal or digital abuse in the workplace is prohibited. In this regard, CONTEC S.P.A. has a Plan for the prevention and management of harassment by providing for a preventive risk assessment and an analysis of reported adverse events. CONTEC S.P.A. In fact, it also pays particular attention to the language used between and towards employees, raising awareness of communication that is as kind and neutral as possible. CONTEC S.P.A. condemns any form of discrimination among its workers, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class. Both in the recruitment and search phase and in terms of promotions and/or company bonuses. CONTEC S.P.A. undertakes to disregard factors such as those listed above, implementing a managed process as described in the procedures (selection and management of personnel). In the event of incidents of discrimination or abuse, employees have full freedom to report them, by filling out anonymous forms made available to all workers. The goal of CONTEC S.P.A. is to be able to apply these principles throughout the supply chain, with a view to continuous improvement and worker satisfaction. We adopt a monitoring system to verify that the various business processes are designed and applied in compliance with international best practices for gender equality with key performance indicators developed on the basis of UNI/PdR 125:2022.

The strategy of CONTEC S.P.A. is consistent with the EU's foreign policy on equal opportunities and women's empowerment.

Creating a culture of gender equality at CONTEC S.P.A. is the basis of the Human Capital Strategy key to ensuring excellent performance based on talent and long-term sustainability. This Policy is addressed to the entire corporate population of CONTEC S.P.A. and shared with all its main stakeholders, suppliers and customers with the aim of having a greater impact on its value network and being a point of reference for other companies.

This document is subject to disclosure in the company and to third parties through its publication on the website. It offers guidelines to be implemented through practices and processes for the creation of a work environment with equal gender opportunities throughout the Ai cycle selection, management, development and career of people.

THE MANAGEMENT CONTEC S.P.A.

**CONTEC S.p.A.**  
**P.iva 08461361217**