

 ZOBBIO <small>MACCHINE TRANSFER</small>	<h1>GENDER EQUALITY POLICY</h1>	POL.ZD.02
		Rev. 01
		27/04/2026

With the aim of optimizing its mission and in line with its strategic vision, **ZD Zobbio** has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR125:2022. This system is a valuable tool for ensuring gender equality in terms of the presence and professional growth of women, enhancing an inclusive culture and implementing processes that foster female empowerment.

Achieving this certification represents the first step in implementing gender equality policies for **ZD Zobbio**, with a view to improving and promoting gender equality. The certification aims to support and incentivize the organization to adopt policies that reduce the gender gap, with resulting benefits for staff well-being, in addition to its reputational and ethical impact.

The fundamental principles underlying **ZD Zobbio's** Gender Equality Policy are:

- RESPECT FOR HUMAN RIGHTS
- IMPARTIALITY AND INCLUSIVENESS
- FAIRNESS AND TRANSPARENCY
- STAFF DEVELOPMENT AND ENHANCEMENT
- PERSONAL PROTECTION
- HEALTH AND SAFETY
- WORK-LIFE BALANCE
- PARTICIPATION AND INVOLVEMENT
- COUNTERACTING ALL FORMS OF VIOLENCE AND DISCRIMINATION

The attention with which **ZD Zobbio** focuses its efforts to ensure that its SGPG meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the 2026-2030 Gender Equality Strategy defined by the European Union - by the pursuit of the following objectives:


- ✓ Increasing women's participation in the labor market;
- ✓ Reducing the gender pay and pension gap, including to combat female poverty;
- ✓ Promoting gender equality in decision-making;
- ✓ Combating stereotypes and gender-based violence, and protecting and supporting victims

To foster the achievement of the principles and objectives set forth, **ZD Zobbio's** management believes the continued adoption of the SGPG is essential to develop an organizational model that promotes gender equality and enhances equity and inclusiveness.

ZD Zobbio is committed to:

- ✓ adopt tools to prevent all forms of gender discrimination and to combat any act that undermines the dignity of staff, regardless of their role or level of responsibility;
- ✓ enhance diversity in every corporate process: from the search and selection of human resources to access to training, from the definition of compensation policies to performance evaluations and the awarding of reward systems, from supplier selection to the provision of services/products;
- ✓ support the family welfare of its employees through working arrangements (smart working, part-time, flexible working hours) that promote the reconciliation of professional and private life;
- ✓ promote information, awareness-raising, and employee engagement on equal opportunities and female empowerment, avoiding stereotypes and promoting the visibility of women's contributions;
- ✓ ensure, where possible, that genders are equally represented among speakers at panels and round tables, events, conferences, or other events, including scientific ones;
- ✓ provide and implement mechanisms to protect the workplace and guarantee the same level of pay after maternity leave;
- ✓ promote communication, including through marketing and advertising activities, that transparently



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declares the desire to achieve gender equality, enhance diversity, and support female empowerment.

The gender equality policies, developed in relation to the policy, relate to the topics of the Strategic Plan:

Selezione ed assunzione (recruitment)

1. Selection and hiring (recruitment)
2. Career management
3. Pay equity
4. Parenting, care
5. Work-life balance
6. Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace

Specifically, the commitments undertaken by **ZD Zobbio** are:

Recruitment and Hiring

ZD Zobbio ensures recruitment and hiring processes based on principles of fairness, transparency, and equal opportunities, preventing any form of gender discrimination. The organization adopts objective tools to assess skills and competencies and promotes clear and inclusive communication throughout the entire recruitment process.

Career Management

ZD Zobbio promotes professional development through growth paths based exclusively on skills, competencies and performance, in compliance with the principles of fairness and non-discrimination. The company ensures equal opportunities in accessing roles, career advancement and economic incentives.

Pay Equity

ZD Zobbio applies a remuneration policy in line with the applicable collective labour agreement and with principles of transparency, fairness and merit enhancement. The organization is committed to ensuring compensation aligned with roles, responsibilities and professional levels, while preventing any disparity in treatment.

Parenthood and Caregiving

ZD Zobbio supports parenthood and caregiving needs through initiatives and dedicated measures aimed at fostering employees' well-being during the different stages of maternity and paternity. The company promotes an inclusive environment that facilitates reintegration and professional continuity after leave periods.

Work-life balance

ZD Zobbio encourages a healthy balance between personal life and work through flexible organizational arrangements and solutions compatible with both business and individual needs. The organization promotes measures such as flexible working hours, part-time arrangements, and remote working where applicable.

Prevention of any form of physical, verbal, or digital abuse (harrasment) in the workplace

ZD Zobbio promotes a respectful, inclusive, and safe working environment by preventing any form of abuse, harassment, or discriminatory behaviour. The company raises employee awareness on the principles of mutual respect and ensures the prompt management of any reports or complaints.

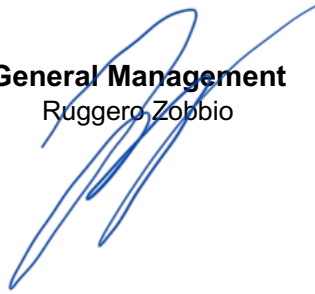


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The General Policy on Gender Equality, within the broader framework of the organization's programmatic guidelines, requires, in order to assess its suitability and the need for amendments or additions, the definition and periodic review of gender equality objectives, in conjunction with the Steering Committee for Gender Equality.

The General Management has defined this policy and brings it to the attention of all stakeholders so that each can implement it within the framework of their respective roles and responsibilities. It also undertakes to periodically review it during Management reviews to ensure its suitability for changing conditions and to disseminate and support it with the most appropriate resources and means.

General Management
Ruggero Zobbio



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