

	GENDER EQUALITY POLICY	POL.ZD.02
		Rev. 00
		07/04/2025

ZD ZOBIO MACCHINE UTENSILI SRL believes in meritocracy and is committed to offering people the tools and opportunities they need to enhance and demonstrate their abilities, based on talent, determination, willpower, and individual skills.

Starting from this core value of its policy, ZD is committed to creating a work environment where each person feels respected and valued for their identity, where gender equality is pursued and female empowerment is supported. ZD promotes behaviors and language that ensure an inclusive environment, open to everyone's expressions and the valorization of diversity.

ZD manages the life cycle of people in the company in the spirit of meritocracy and substantial equality in work regardless of gender, ensuring:

- gender neutrality in selection and role assignment activities;
- equal participation in training courses;
- equal access to career paths;
- the objective evaluation of job performance based on skills;
- fair remuneration;
- the conciliation between private life and working life, recognising the family responsibilities of its collaborators as a source of wealth for the company rather than a limitation;
- the culture of gender-independent parenting where parental leave can be enjoyed by everyone.

In marketing and communications activities as well as at public events, ZD's interventions must always be professional and engaging, paying the utmost attention to avoiding gender stereotypes in specific areas of expertise and promoting women's contributions to the workforce. To this end, aware of the importance of improving its internal culture, ZD adopts appropriate information and awareness-raising measures for all staff to promote inclusion and eliminate stereotypes, discrimination, and all forms of physical and verbal abuse. ZD establishes dedicated communication channels so that situations that do not align with the aforementioned corporate principles can be reported.

The General Management has defined this policy and brings it to the attention of all stakeholders so that each may implement it within the scope of their respective roles and responsibilities.

It also undertakes to periodically review it during Management reviews to ensure its suitability for changing environmental conditions and to disseminate and support it with the most appropriate resources and means.

The General Management
Ruggero Zobbio