

The promotion of gender equality occupies a central position in our values and corporate mission, aimed at creating an inclusive and respectful work environment. Our code of ethics forms the foundation on which we base our ongoing commitment to earn and maintain the trust of all stakeholders.

We are aware of the importance of diversity and inclusion and believe that gender equality is not only an ethical principle but also a fundamental lever for the sustainable success of our business. In line with these values, we are committed to implementing and promoting policies that foster gender equality at all stages of our business cycle.

The gender equality policy of Defremm Spa aims to achieve several key objectives to promote a fair, inclusive, and respectful work environment. The main objectives of this policy are:

- Respect constitutional and international principles on equality and equal opportunities;
- Promote policies within business processes oriented towards supporting equal opportunities and respecting diversity;
- Implement a management system focused on planning and monitoring Key Performance Indicators (KPIs) defined by our internal committee;
- Actively participate in dialogue with all stakeholders, documenting and communicating Defremm Spa's commitment to gender equality;
- Promote full transparency and fairness in all our work activities and relationships with all stakeholders.

These objectives reflect Defremm Spa's complete commitment to creating a fair, inclusive, and respectful work environment, promoting gender equality in every aspect of business operations. The Gender Equality Committee has been established with the aim of promoting a corporate culture that values diversity and inclusion.

Lecco, 06/07/2024

CEO

The Gender Equality Committee

Rosa Molinari _____

Chiara Ongania _____

Paola Cattani _____

Filippo Paulli _____

In relation to specific social requirements concerning respect for human rights and equal gender opportunities, Defremm Spa specifies the following position:

RECRUITMENT AND HIRING:

Defremm Spa is committed hiring individuals with different backgrounds and abilities, pursuing gender equality in the recruitment and hiring process.

CAREER MANAGEMENT:

Throughout the professional cycle of employees, Defremm Spa pays particular attention to equal opportunities for development and professional promotion. The company aims to balance the presence of men and women in the workplace, fostering diversity.

PARENTHOOD AND CARE:

The company is committed to supporting employees during and after long periods of absence from work, ensuring non-discrimination during and after leave. Defremm Spa recognizes the full enjoyment of maternity/paternity leave rights, encourages the request for paternity leave, and guarantees the maintenance of previous working conditions with specific support during the reintegration phase.

PAY EQUITY:

Defremm Spa, in compliance with National Collective Labor Agreements (CCNL), ensures equal pay for employees regardless of gender, respecting the needs of each individual in relation to gender, age, or sexual/cultural orientation.

WORK-LIFE BALANCE:

The company develops concrete actions to improve the balance between personal and professional life for employees through the adoption of flexible working arrangements. Defremm Spa ensures that work activities are scheduled exclusively during the planned working hours, allowing participation within the established times.

DISCRIMINATION AND PREVENTION OF ALL FORMS OF ABUSE:

Defremm Spa is committed to ensuring fair gender representation in all company activities, avoiding any form of discrimination. The company is committed to promoting a path dedicated to raising awareness that promotes understanding and guides behaviors. In case of episodes of discrimination or abuse, employees are free to report them through email to the Supervisory Body.

Defremm Spa adopts a monitoring system to verify that the various business processes are designed and applied in compliance with the best international practices for gender equality, with key performance indicators developed based on UNI/PdR 125:2022.

Lecco, 06/07/2024

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GENDER EQUALITY POLICY

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