



Policy for gender equality, diversity and inclusion Conceria Cristina S.p.A. and Gruppo Peretti S.p.A.

The companies in the group are committed to enhancing and protecting diversity and equal opportunities in the workplace through the integration of different skills, sensitivities and attitudes, committing themselves to constantly improving the culture of respect and gender equality both internally and towards stakeholders.

The companies of the group guarantee equal dignity and opportunities to all people, regardless of country of origin, culture and religion to which they belong, gender, sexual orientation, political opinions and any other personal characteristic or style.

To this end, the companies of the group have set up a management model with the aim of guaranteeing the interested parties the maintenance of the standards achieved over time through the continuous monitoring of specific indicators.

This Group Corporate Policy on Gender Equality, Diversity and Inclusion is:

- defined by the Top Management, in coordination with the Steering Committee for Gender Equality, Diversity and Inclusion;
- communicated and disseminated within the organization and to its stakeholders;
- subject to training and awareness raising for company management,
- periodically reviewed or confirmed during the revision phase on the basis of events, changes and the results of monitoring and verifications.

In order to give effect to the commitment undertaken, the companies of the group adopt the following principles:

- Recognize diversity: evaluate all people intrinsically, individually and as groups, appreciate how different dimensions of diversity intersect, recognize that demographic and other personal characteristics may eventually be protected by law and regulation;
- Govern effectively: exemplify and promote management's commitment to diversity and inclusion through the use of inclusive governance systems, policies, processes, practices, and operations;
- act responsibly: act ethically and socially responsible, promote productive employment and decent work for all;
- working inclusively: enabling and developing an accessible and respectful workplace that fosters inclusion and a sense of belonging;
- Communicating in an inclusive way: recognising and responding to the needs of people who access, understand and relate to communications in different ways;
- Supporting and defending diversity and inclusion: actively influencing and promoting organizational practices and inclusive relationships with stakeholders.

In order to achieve its commitment to equal opportunities, the companies of the group are committed to:

- allocate an annual budget that will be used for interventions on gender equality, inclusion and integration;
- monitor, at least once a year, data on the status of recruitment, the situation by gender for each of the functions, training, professional promotion, levels, changes in category or qualification, and ethical-social audits.

This policy is addressed to all employees of the group's companies and shared with all its main stakeholders, with the aim of highlighting the importance of this issue in its value network.

The companies of the group also undertake to implement the specific procedures already existing or possibly to adopt new ones in order to implement improvement strategies in the following areas:

- RECRUITMENT PROCESS

The companies of the group are committed to selecting and hiring people with different backgrounds and abilities, avoiding any gender distinction and other types of discrimination in the selection and hiring phases.

At the same time, the companies in the group are committed to emphasizing the importance of meritocracy: experience, skills and competencies guide the choice of the best candidates.

The company also ensures that the people involved in the hiring processes receive adequate training on gender equality and *cognitive biases that can negatively impact the selection processes*.

- TRAINING AND PROFESSIONAL DEVELOPMENT

The companies of the group are committed to offering equal opportunities for development without any gender discrimination, providing direct training to all employees aimed at raising awareness on the issue of valuing differences, gender equality, inclusion and the impact on business that these issues have. Specifically, all resource managers are made aware of issues related to *unconscious bias* and the ability to communicate in an inclusive manner. Finally, the companies of the group are committed to involving all staff in all initiatives and training courses in an equitable manner without distinction of gender.



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- PAY EQUITY

The companies of the group are committed to guaranteeing equal pay in compliance with the principles of plurality, equal opportunities, enhancement of people's knowledge and professionalism, fairness and non-discrimination provided for both in this Policy and in the Code of Ethics.

- ORGANIZATION OF WORK

The companies of the group are committed to evaluating the improvement of the work-life balance of their employees in all phases of the personal and professional life of the person, not penalizing and with times compatible with the assigned objectives. The companies of the group values and promotes parenting through real actions, being one of the foundations of corporate well-being. It is committed to promoting parenthood that can be free and unhindered by professional activity.

- PREVENTION OF ALL FORMS OF PHYSICAL, VERBAL AND DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

The companies of the group are committed to protecting the working environment and encouraging the reporting of behaviours that are not in line with the company's values, such as discrimination, verbal and/or physical harassment, mobbing and more, through awareness-raising courses that create awareness in people and guide them in their daily behaviour.

- CORPORATE COMMUNICATION

The companies in the group are committed to enhancing their communication in an inclusive manner in order to maintain a focus on enhancing diversity, support the empowerment of all staff without distinction and to communicate their desire to pursue gender equality in a transparent way.

- KPI MEASUREMENT

The companies in the group adopt a monitoring system to ensure that gender equality is properly managed. This system is periodically updated and reviewed by the Steering Committee.

The Policy for Gender Equality, Diversity and Inclusion also has a role as a corporate communication document; to give maximum dissemination, within the Company the aforementioned document is available to operators in the shared IT folder "Management Systems" and is displayed on the company bulletin boards; for all other interested parties it is available on the company website.

The Policy for Gender Equality, Diversity and Inclusion is periodically reviewed and revised – usually as part of the Management review – to take into account new intentions of the Management and/or changes that have taken place.

The objectives defined on the basis of this policy are set out in the Improvement Plan. They take into account the specific aspects of each site.

January 2024,

General Management
G.V.Peretti

The Steering Committee

E. Peretti	D QHSE
C. Peretti	HR
A.Tregnago	Q
E. Stecco	Code of Conduct Contact
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