



POLICY FRATELLI CALEGARO S.R.L. GENDER EQUALITY

DATA: 23/10/2024

For **Fratelli Calegario S.r.l.** values such as diversity and inclusion have the power to create or foster an open, stimulating and virtuous working environment, capable of promoting the best collaboration between the people of the company. For this reason, the company **Fratelli Calegario S.r.l.** wishes to formalize its commitment through activities aimed at promoting and supporting the development of an inclusive working environment, That it concretely reflects the core values of a corporate culture for the benefit of all people involved.

Consequently, **Fratelli Calegario S.r.l.** with the ultimate objective indicated above, proposes to actively engage through targeted policies in awareness activities aimed at all staff, regardless of the position they hold.

The objective is to ensure that the objectives, principles, criteria, rules and best practices defined in the gender equality management system are effectively implemented and followed within the company.

Fratelli Calegario S.r.l. is also committed to communicating externally, and in a transparent way, the commitment towards the pursuit of gender equality, the valorization of diversity and supporting **women's emancipation**.

The management system will then be regularly evaluated to identify needs for improvement and ensure that it is constantly updated according to emerging needs, while remaining true to its essential and unchanging purpose as described above.

1

Fratelli Calegario S.r.l. Fratelli Calegario S.r.l. wishes to engage, improve and promote:

- a. Career Equality and Equal Economic Treatment;
- b. Working conditions adapted to the different stages of life, in order to better balance work and private life;
- c. A gender-equal corporate culture;
- d. Working environment that always promotes inclusion and diversity, totally rejecting any type and form of discrimination.

Fratelli Calegario S.r.l. has decided to adopt a strategy to ensure gender equality, outlined with the fundamental guidelines and will be put into practice through updating and disseminating this **EQUAL OPPORTUNITIES POLICY** via the company intranet and email to stakeholders.



The company aims to maintain a constant level of satisfaction in every phase of the working life of its people within the organization, considers the entire "life cycle" of their experiences, focusing on the following topics:

- Recruitment process;
- Career management;
- Equal pay for equal work;
- Parenting, care;
- Work-life balance;
- Activities to prevent all forms of physical, verbal and digital abuse (harassment) in the workplace

For each of these aspects, Fratelli Calegario S.r.l. has identified processes, along with clear, achievable, specific and measurable equality objectives.

The **Policy for Gender Equality of Fratelli Calegario S.r.l.** was developed in close collaboration and agreed with other relevant management systems and documents, to ensure a systematic and integrated approach to Promotion of gender equity.

Fratelli Calegario S.r.l. recognizes the importance of aligning with key principles and regulations that guide human resource management and promote equal opportunities. In particular, the Policy for Gender Equality is harmonized with the following documents and regulations:

- **Italian Constitution:** The policy is in accordance with the fundamental principles enshrined in the Constitution, which emphasizes the importance of gender equality as a founding value of society.
- **Legislative Decree 11 April 2006, no.198:** The policy is aligned with the provisions of the Code of equal opportunities for men and women, guaranteeing compliance with national regulations that promote gender equality in the workplace.
- **L. 162/2021:** The changes made to the 2006 code are integrated into the policy to ensure compliance with the latest legislative provisions on equality between men and women in the workplace.

By incorporating these principles and standards, the **Fratelli Calegario S.r.l.** Gender Equality Policy aims to create a fair, inclusive and respectful working environment, promoting diversity and ensuring equal opportunities for all members of the organization.

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The Policy will be monitored and reviewed periodically to ensure that equality and diversity is consistently promoted in the workplace. It is important to understand that the path towards gender equality is a continuous commitment, which sees the involvement of each person in the company who will help prepare and guide this journey.



Fratelli Calegario S.r.l. focuses on the following areas in pursuit and maintenance of the above-mentioned objectives:

- a. Culture and strategy;
- b. Governance;
- c. HR processes;
- d. Opportunities for women's growth and inclusion in the company;
- e. Equity of remuneration by gender;
- f. Protection of parenthood and work-life balance;

POLICIES FOR THE RECRUITMENT PROCESS

Fratelli Calegario S.r.l. is committed to promoting the recruitment of individuals from different social, economic backgrounds and with various skills, with the aim of pursuing gender equality in all stages of selection and recruitment. The company has decided that the recruitment process for job advertisements should be written in gender-neutral language to ensure greater inclusion.

At the same time, the company reinforces the importance of meritocracy in the selection process, where experience, skills and competences are the determining factors in selecting the best candidates, excluding any gender-related assessment. Finally, **Fratelli Calegario S.r.l.** prohibits any questions or requests relating to marriage, pregnancy or care responsibilities during recruitment interviews.

3

CAREER MANAGEMENT

Fratelli Calegario S.r.l. is committed to integrating the dimension of diversity and inclusion into its leadership model and, consequently, into its performance and career management system. Offers career development opportunities, promotions and internal mobility based solely on skills and professional merit, without any gender discrimination. Career opportunities and professional development programmes are open to all employees, regardless of gender.

At the headquarters of the company **Fratelli Calegario S.r.l.** we promote a culture based on merit and respect for people, regardless of gender. The company organizes training sessions for all employees to raise awareness of the organization on the exploitation of differences, gender equality, inclusion and the impact these issues have on business. **In Fratelli Calegario S.r.l. we try to promote and involve all employees (men, women) in meetings and training courses in order to improve work performance.**

PARENTING AND CARE

Fratelli Calegario S.r.l. is committed to removing any obstacle to parenthood, supporting both motherhood and fatherhood through initiatives aimed at meeting the needs of those who must find a balance between work and emerging family responsibilities. The principles used are:

- a. Maternity and paternity care: Maternity and paternity are supported with support services before, during and after the birth of the child;
- b. Paternity leave promotion: We promote the use of paternity leave so that all potential beneficiaries can take it for the full period required by law.
- c. Re-orientation after leave: training on changes during the period of absence for proper job reinsertion.

RECONCILIATION OF TIME AND LIFE - WORK AND TIME

Fratelli Calegario S.r.l. is committed to offering its staff the possibility of managing their time in a way that balances life and work, taking into account both the company's objectives and the psycho-physical well-being of the people in the company. The key principles guiding the work-life balance approach include:

- **Inclusiveness:** Measures for work-life balance are extended to all staff, without distinction of gender.
- **Flexibility:** We offer several options, including part-time, flexible working hours and work to allow staff who require it for personal or family reasons to adapt their work schedule to their personal needs where possible.

PREVENT ABUSE

Fratelli Calegario S.r.l. is firmly committed to **preventing sexual harassment in the workplace** through a dedicated awareness campaign aimed at creating awareness among employees and guiding them towards respectful behaviour. Any form of violence or harassment at work is unacceptable and in conflict with the values and commitment of **Fratelli Calegario S.r.l.** This Policy represents an extension and an deepening of the principles set out in the Code of Conduct and is closely aligned to the values and the distinctive principles of **Fratelli Calegario S.r.l.**

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