

	Management system for gender equality	File: M 6.1.1
UNI/PdR 125	Form	Rev. 0 of 20.10.23
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This Gender Equality Policy defined by the High Management of NATURAL BRADEL, in coordination with the Steering Committee, defines the principles, objectives, and guidelines that define the organization's commitment to gender equality, the promotion of diversity, and female empowerment. This Gender Equality Policy applies to all internal staff and external staff who collaborate regularly with the organization.

Principles and Commitments

NATURAL BRADEL, through the implementation of a Gender Equality Management System compliant with UNI/PdR 125, has started a cultural change process within its organization to achieve a more equitable gender equality.

NATURAL BRADEL believes in a culture founded on respect and valorization for gender diversity, age, social origin, religion, political beliefs, psychophysical abilities, identity, and sexual orientation.

NATURAL BRADEL commits to:

- applying human resources management and development practices that promote an inclusive culture for accessing company positions and growth in career paths, ensuring equal opportunities for all staff and favoring the reinforcement of the female gender;
- promoting work-life balance conditions, suitable for different life stages and proactive in rebalancing family responsibilities between men and women;
- transparently communicating internally and externally (including marketing and advertising activities) its will to pursue gender equality, valorize diversity, and supporting the empowerment of the female gender;
- creating a collaborative, inclusive, supportive, transparent, and open to listening work environment for all staff;
- preventing, condemning, and combating stereotypes, discrimination, and any form of physical, verbal, or digital abuse, and aims to create a culture of diversity and inclusion;
- gradually but rigorously reducing any disparities in pay and career advancement that may have occurred over the company's long history.

Goals

NATURAL BRADEL defines its objectives, detailed in the "Strategic Plan," also through Key Performance Indicators (KPIs), based on the thematic areas indicated by UNI/PdR 125:2022:

- 1. Culture and strategy:** enhance the organization's work environment by encouraging and supporting inclusive capabilities, gender equality, and the valorisation of gender diversity. Combat and overcome any stereotypes, discrimination, or biases – including unconscious bias – based on gender issues.
- 2. Governance:** implement an organizational governance model aimed at defining adequate organizational unit and the presence of minority genders in the organization's control parts, as well as processes to identify and remedy any instances of non-inclusion.
- 3. HR Processes:** implement HR processes concerning the various stages characterizing a resource's lifecycle in the organization, based on principles of inclusion and respect for diversity.
- 4. Opportunities for women's growth and inclusion in the company:** enhance the organization's ability to create gender-neutral access to internal career and growth paths and the corresponding acceleration.
- 5. Gender pay equity:** implement processes for balancing remuneration in a total rewards logic, including non-monetary compensations such as welfare and well-being systems.
- 6. Parenthood protection and Work-Life balance:** implement policies to support staff in their parenting and caregiving activities.

The Management assigns resources (budget), responsibilities, and appropriate authority for the pursuit, achievement, and maintenance of the established gender equality objectives. This Policy is integrated with other company policies. Staff are required to respect, for activities within their competence, what is indicated by the Management System and the associated Practices and Policies, as well as to apply the principles contained in this Gender Equality Policy on a daily basis.