

GENDER EQUALITY POLICY

Rev. 0 14th of June 2024

MISSION AND STRATEGIC VISION

Verindplast was founded in 1997 from Nicola Salomone, a man with 40 years of experience in the treatment of metals and plastics. The company, based in Atesa (Chieti), performs industrial liquid and powder coating services, collaborating with major global players in the sector, mainly automotive sector. It also follows projects and activities in automotive sector, furniture, electric vehicles, bikes, electronics and marine.

In 2017, on the occasion of the company's 20th year in business, a second production site was inaugurated in the same city (Atessa).

Finally, in 2022 there was a further structural extension of the production area of around 4000 square meters of the second plant.

Currently, the organization has an internal staff of about 150 units.

In order to enhance the value of its workforce also in specific aspects of non-working life and to create stable bonds between top management and resources, various initiatives have been carried out over time, such as: the Family Day on the occasion of the inauguration of the second plant, lunches/ dinners on the occasion of the main calendar holidays, moments to enhance the social and work role of women on 8th of March.

With its code of ethics in the latest revision of 21st of July 2023, Verindplast wanted to communicate its mission and values.

In particular, the ultimate goal that distinguishes Verindplast from its competitors, in terms of mission, is to provide a sustainable quality product, which is handcrafted and the result of a teamwork in which respect and valorization of human resources stand out.

As far as corporate values are concerned, they were therefore declined in:

- Teamwork
- Craftsmanship
- Quality
- Responsibility
- Dynamism
- Creativity
- Passion
- Development.

THE PATH TO GENDER EQUALITY

With the aim of carrying out its mission to the best of its ability and in line with its strategic vision, Verindplast has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR125:2022, as a valid tool to ensure gender equality with regard to the presence and professional growth of women, enhancing inclusive culture and the activation of processes capable of developing female empowerment.

For Verindplast the achievement of certification will only represent the first step in a path of implementation of gender equality policies, with a view to improvement and promotion of gender equality. The certification, in fact, aims to accompany and incentivize the organization to adopt suitable policies to reduce the gender gap with the consequent benefits for the well-being of staff, in addition to the reputational and ethical impacts.

THE GUIDING PRINCIPLES

The basic principles underlying Verindplast's Gender Equality Policy are:

- IMPARTIALITY AND INCLUSIVENESS
- FAIRNESS AND TRANSPARENCY

- STAFF DEVELOPMENT
- PROTECTION OF THE PERSON
- BATTLE ALL FORMS OF VIOLENCE AND DISCRIMINATION

The attention with which Verindplast focuses its efforts, so that its GEMS meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the *Strategy for gender equality 2020-2025 defined by the European Union* - by the pursuit of the following objectives:

- ✓ Increased women's participation in the labour market;
- ✓ Reducing the gender pay and pension gap, also to battle female poverty;
- ✓ Promotion of equality between men and women in decision-making;
- ✓ Fight against stereotypes, gender-based violence and protection and support for victims;
- ✓ Women's protection in the workplace in relation to a context/sector, such as metal-mechanics, traditionally with a strong male presence;
- ✓ Awareness-raising and training of the entire company population on gender equality;
- ✓ Integration and/or reintegration into the labour market of women leaving certified anti - violence pathways to be developed in collaboration with anti-violence centres.

MANAGEMENT'S COMMITMENT

To facilitate the achievement of the principles and objectives set out above, Verindplast's Management considers it essential to continuously adopt the GEMS in order to develop an organizational model that promotes gender equality and values equity and inclusiveness.

Verindplast is committed:

- ✓ to adopt instruments to prevent all forms of gender discrimination and to counter any act which is prejudicial to the dignity of staff, regardless of role and level of responsibility;
- ✓ to provide ad hoc training for all employees on issues of inclusion and equal treatment;
- ✓ to value diversity in every business process: from the search and selection of human resources to access to training, from the definition of remuneration policies to the evaluation of performance and the allocation of reward systems, from suppliers selection to the provision of services/product supply;
- ✓ to support the family welfare of staff through working arrangements (*smart working, possible reversible part - timers and forms of time flexibility*) which facilitate the reconciliation between work and private life;
- ✓ to foster information, awareness-raising and staff engagement on equal opportunities and women's empowerment issues, avoiding stereotypes and promoting the visibility of women's contribution;
- ✓ to promote communication, also through marketing and advertising activities, that transparently states the will to achieve gender equality and enhance diversity and support women's empowerment;
- ✓ to ensure that, upon returning from both maternity and paternity leave, the person returns to the same job with the same pay.

SPECIFIC POLICIES ON GENDER EQUALITY

Looking specifically at individual macro - areas of UNI PDR 125:2022, Verindplast makes the following commitments:

Selection and recruitment

In the human resources management procedure, for the selection and recruitment part, it is ensured that no private questions are asked of the candidate and/or applicant such as, for example, questions about possible pregnancies, children, elderly people to be managed, etc. In this context, ad hoc training is also provided for people who may be involved in interviews beyond the HR department.

Career management

In order to give an objective proof of the meritocratic criteria through which career progression passes, both 'training' sheets and sheets aimed at photographed existing and to-be-acquired skills for key profiles in which it is possible to invest in development (so-called progression) are being processed.

Wage equity

Both fathers and mothers are guaranteed to return, post-leave and except for any duly communicated and evaluated changes, to the same job and with the same pay. The impact of bonuses, superannuation bonuses and the like will be studied in order not to fuel any gaps and, in general, salaries will be monitored for the same job, level and skills.

Parenting, care

To enhance the experience of parenthood and also to simplify the bureaucratic handling of leave applications, a Parents Kit is prepared to summarize the current legislation and the different flexibility possibilities in access to compulsory maternity leave as well as the information flow to the HR department.

Work-life balance (WLB)

Although already in use even before the Covid, the access possibilities to agile working have been formalized in specific individual agreements. Likewise, the good practice of reaching out to staff with inbound and outbound flexibility was formalized in the company rules without placing a

ceiling on the same hourly flexibility, but only by anchoring it to compatibility with technical - production and organizational requirements.

Activities to prevent all forms of physical, verbal and digital abuse (harassment) in the workplace

Since December 2023, Verindplast has drawn up a specific policy statement to make known to all employees its zero-tolerance attitude towards phenomena of violence and harassment not only physical but also verbal, also consisting of sexist attitudes. In order to go even further in its commitment to women victims of violence, including domestic violence, collaboration with anti-violence centers is being developed, also in the perspective of induction/ re-entry into the labor market of the victims themselves.

POLICY MONITORING AND IMPLEMENTATION

The general Gender Equality policy and the related Policy, within the broader framework of the organization's programmatic guidelines, provides for the purpose of assessing its suitability and the need for changes or additions, together with the Gender Equality Steering Committee, for the definition and periodic review of gender equality targets.

DISSEMINATION POLICY

The gender equality policy is communicated and disseminated to all personnel by uploading it to a management system accessible also through the corporate app for individual use. The same policy is also shared with the main customers/suppliers and collaborators in the HR sector (e.g. recruitment agencies) through e-mail communication. Finally, it is open to all as it can be freely consulted on the corporate website www.verindplast.com.

This policy is a direct emanation of the Senior Management and was approved on 14th of June 2024.