

GENDER EQUALITY POLICY

In recent years, Bausano S.p.A. has developed an Integrated Policy "Quality, Health and Safety at Work and the Environment" to guide its business decisions and make a concrete commitment to responsible management of its business.

To demonstrate this commitment, the company has decided to implement the Quality Management System with the Health and Safety Management System and finally with the Environmental Management System. Bausano S.p.A. has decided to pursue its continuous improvement in accordance with the requirements of the international standards ISO 9001, ISO 45001 and ISO 14001.

Bausano S.p.A. also adopted, at the end of 2024, the Organisational Management and Control Model pursuant to Legislative Decree no. 231/01, considering it a fundamental tool for ensuring compliance with ethical principles and legislative compliance in the performance of its activities.

As a natural consequence of this corporate vision projected towards improvement and ethics, the UNI/PdR 125:2022 "Gender Equality" certification was adopted to ensure inclusiveness, respect for the person, and prevent harassment and gender discrimination.

THE PATH TO GENDER EQUALITY

With the aim of carrying out its mission in the best possible way and in line with its strategic vision, Bausano S.p.A. has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR125:2022, as a valid tool to ensure gender equality relating to the

presence and professional growth of women, enhancing the inclusive culture and the activation of processes capable of developing women's empowerment.

The achievement of the Gender Equality certification will represent only the first step in a path of implementation of gender equality policies, with a view to improving and promoting 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 reputational and ethical impacts.

INSPIRING PRINCIPLES

The fundamental principles underlying the Gender Equality Policy of Bausano S.p.A. are:

- IMPARTIALITY AND INCLUSIVENESS
- FAIRNESS AND TRANSPARENCY
- STAFF DEVELOPMENT
- PROTECTION OF THE PERSON
- COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION

The attention with which Bausano S.p.A. focuses its commitments, so that its SGPG meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the 2020-2025 Gender Equality Strategy defined by the European Union - by the pursuit of the following objectives:

- ✓ increasing women's participation in the labour market;
- ✓ reducing the pay and pension gap between men and women, including to combat female poverty;
- ✓ promotion of equality between men and women in decision-making;

- ✓ combating stereotypes, gender-based violence and protection and support for victims.

THE COMMITMENT OF THE MANAGEMENT

Our organization aims to ensure gender equality in the presence and professional growth of women in the organization. In this sense, it wants to proceed with the enhancement of the diversity present in the roles that operate in the organization and to maintain processes capable of developing women's empowerment in business activities.

The organization's attention to the path that ensures the achievement and maintenance of this goal focuses its efforts on the following areas prepared by the UNI 125:2022 practice

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunity
5. Fair remuneration
6. Parenting

The organization believes that the development of a cultural model that promotes gender equality, in addition to generating "social value" appreciated in the European institutional economic context, constitutes a development factor for the business that the organization conducts.

In order to facilitate the achievement of the principles and objectives set out, the Management of Bausano S.p.A. considers the continuous adoption of the SGPG to be essential in order to develop an organizational model that promotes gender equality and enhances equity and inclusiveness.

Bausano S.p.A. undertakes:

- ✓ to adopt tools to prevent all forms of gender discrimination and to combat any act detrimental to the dignity of staff, regardless of the role held and the level of responsibility;
- ✓ to enhance diversity in every business process: from the search and selection of human resources to access to training, from the definition of remuneration policies to performance evaluation and the attribution of reward systems, from the selection of suppliers to the provision of services/supply of products;
- ✓ to support the family welfare of its employees through working methods (smart working, part time, flexible working hours) such as to promote the reconciliation of professional and private life;
- ✓ to promote information, awareness-raising, and staff engagement on the issues of equal opportunities and women's empowerment, avoiding stereotypes and promoting the visibility of women's contribution;
- ✓ to promote communication, including through marketing and advertising activities, that transparently declares the desire to achieve gender equality and enhance diversity and support women's empowerment.

SPECIFIC POLICIES ON GENDER EQUALITY

These are more specific policies on gender equality and provide the necessary input to formulate the Strategic Plan for Gender Equality and to identify, develop and implement procedures specifically dedicated to gender equality, based on the organization's reference context.

The policies for gender equality, developed in relation to politics, are related to the themes of the Strategic Plan:

1. Selection and recruitment
2. Career Management
3. Fair pay
4. Parenting, Care
5. Work-life balance
6. Prevention activities for all forms of physical, verbal, digital abuse (harassment) in the workplace

Specifically, the commitments undertaken by Bausano S.p.A. are:

Selection and recruitment

In the selection and hiring of personnel, Bausano S.p.A. undertakes to:

- ✓ Propose neutral job advertisements and select resources in a gender-neutral manner, taking into consideration only the requirements relating to professionalism, competence, specialization, experience;
- ✓ Not to foresee, during the selection phase, issues relating to marriage, pregnancy, family responsibilities;
- ✓ Provide, during the recruitment phase, a salary referring to tasks and responsibilities and not influenced by gender.

Career Management

Bausano S.p.A. manages the careers of internal staff in compliance with the following principles:

- ✓ Consider a balance of gender leadership in the assignment of roles and tasks;
- ✓ The design of career paths must be aimed at everyone, regardless of gender;
- ✓ The working environment must ensure that all people have the opportunity to express themselves and progress;
- ✓ Training for the development of skills and awareness is a fundamental process aimed at removing any career difficulties and restoring any gender imbalances;
- ✓ Take into account the characteristics related to professionalism and skills with regard to promotions.

Fair pay

Bausano S.p.A., during the recruitment phase and throughout the career of the staff, intends to ensure pay equity regardless of gender, respecting the following principles:

- ✓ The remuneration of persons is recognized in relation to their role and responsibilities and any additions by way of benefits and bonuses to such remuneration are intended exclusively based on the results produced and recognized;
- ✓ Compensation, rewards, and benefits policies are documented and accessible to the entire organization;
- ✓ Anyone in the organisation has the right to report any disparities.

Parenting, Care

Bausano S.p.A. intends to support maternity and paternity through activities aimed at meeting the needs of new parents, in light of the following principles:

- ✓ Promote paternity leave so that all potential beneficiaries can take it for the entire period provided for by law;
- ✓ Authorise the splitting of optional maternity leave into hours, if this is not contrary to the company's interests;

- ✓ Carefully assess the family/personal needs of the new parent, in order to find efficient solutions;
- ✓ Supporting the mother during the period of maternity and re-integration.

Work-life balance

Bausano S.p.A. intends to provide its staff with the opportunity to balance both the company's business objectives and the psychophysical well-being of the worker, reconciling work-life times and committing to:

- ✓ Address work-life balance measures to all staff, regardless of gender;
- ✓ Adopt flexible hours, part-time;
- ✓ It allows telematic connection with all staff working from outside (regardless of the contract), for work operations and participation in meetings;
- ✓ Provide for the reimbursement of expenses for employees who travel.

Prevention activities for all forms of physical, verbal, digital abuse (harassment) in the workplace

Bausano S.p.A. repudiates all forms of abuse and harassment and for this reason carries out an activity of prevention and repression of the phenomenon, through the following actions:

- ✓ Identify risks related to abuse and harassment;
- ✓ Plan prevention actions in relation to this risk;
- ✓ To be able to report suspicions and/or facts relating to abuse and harassment;
- ✓ Protect the reporting persons from any subsequent retaliation;
- ✓ Analyze and understand any episodes of abuse and harassment;
- ✓ Develop a stereotype-free and gender-neutral mode of communication.

MONITORING AND IMPLEMENTATION OF THE POLICY

The General Policy on Gender Equality and the related Policy, within the broader framework of the organisation's policy guidelines, provides, for the purpose of assessing its suitability and the need to make changes or additions, together with the Steering Committee for Gender Equality, the definition and periodic review of the objectives on gender equality.

DISSEMINATION OF THE POLICY

The gender equality policy is communicated and disseminated to all staff and stakeholders through internal communication and publication on the institutional website.

Rivarolo, 07/07/2025

Chairman of the Board of Directors