

Gender Equality Policy

ISOPREN srl firmly believes in the values of inclusiveness, gender equality and non-discrimination and integration within both corporate and social contexts.

ISOPREN srl is aware that today more than in the past it is necessary to grasp the great value of full female empowerment. Women offer indispensable resources in a historical moment in which it is necessary to rethink our future in terms of sustainability, to give a new and truly inclusive shape to the corporate context, to design and make current an integrated, fair and equitable profile, between environment, economy and society. More female work means unexpressed energies finally released, the quality of a full contribution, of women and men, to the well-being and development of our corporate reality.

For this purpose, **ISOPREN srl** guarantees that the management of all phases of the life cycle of a resource within the Organization – selection, onboarding, access to training and growth paths, including salary – is based on the principle of equal opportunities, inclusion and meritocracy. Appropriate reporting and monitoring systems are guaranteed, in order to identify and eliminate any possible misalignment.

ISOPREN srl has decided to adopt a company policy aimed at reducing the gender gap in all areas considered most critical: professional growth opportunities in the company, equal pay, gender difference management policies, maternity protection.

It is widely recognized, in fact, that companies that adopt a more inclusive approach at all levels are able to create greater value, embracing a long-term vision, showing greater risk aversion and a strong sensitivity to sustainability and innovation issues. This is why **ISOPREN srl** decided to adopt innovative systems that allow us to constantly evaluate the direction we are going, what and how much progress we are making. By setting up a management model that guarantees the maintenance of the defined and implemented requirements over time, measuring the progress of the results through the preparation of specific KPIs (Key Performance Indicators), on 6 dimensions:

- culture and strategy;
- governance;
- HR processes;
- gender-neutral growth opportunities in the company;
- gender pay equity;
- parenting protection and work-life balance.

ISOPREN srl is firmly convinced that inclusion and meritocracy are the essential conditions for sustainable, economic and social development. For the development of an authentic culture of gender equality within our Organizations, the Top Management has set out this Policy, setting the following objectives:

- Create a fairer world of work in terms of equal career opportunities, competitiveness and flexibility;
- Support the increase of female employment;

- Ensure gender pay equity, facilitating the participation and retention of women in the workplace, through support for caregiving, enhancing skills, ensuring fair remuneration for jobs and occupations with equivalent socioeconomic value and promoting a condition of economic independence (equal pay for jobs of equal value);
- Ensure equal opportunities in the development of skills and the application of individual talents, guaranteeing fair and equal participation in training and development paths, with the presence of both genders, including leadership courses.

To achieve the above objectives, **ISOPREN srl** undertakes to:

- Provide additional flexibility for workers with parental and/or caregiver commitments;
- Implement governance and monitoring of diversity and gender parity in the company;
- Adopt appropriate practices for the disclosure of the Gender Policy within the company context and disclosure of information relating to gender parity;
- Support working mothers and working fathers, by providing policies and benefits, beyond the relevant CCNL, dedicated to the protection of maternity/paternity and services to promote the conciliation of personal and working life;
- Promote the transversal promotion of the principle of gender equality for each level of contractual classification, as well as the introduction of notions of gender mainstreaming;
- Promote the promotion of a language that fosters dialogue and the overcoming of sexist expressions or manifestations.

In the end, **ISOPREN srl** prepares and disseminates to stakeholders a communication plan relating to its commitment to gender equality issues, ensuring that communication is consistent with the principles of the Policy and with the objectives established and implemented through the strategic plan. In marketing and communication activities, **ISOPREN srl** takes the utmost care to avoid gender stereotypes in advertising, ensuring a periodic review of marketing materials and strategies, committing to spread a positive image of women and girls, using language that respects gender differences.

The strategic plan identifies the objectives that the Top Management, supported by the Gender Equality Committee, intends to pursue.

The suitability of this Policy is reviewed annually during the Company Management System review activities.

The Gender Equality Committee is responsible for implementing this Policy.

Cusano Milanino (MI), 03.06.2024

President & Chief Growth Officer

Marcella Bergamini

