

DIVERSITY AND GENDER EQUALITY POLICY

ISOIL INDUSTRIA S.p.A. (hereinafter ISOIL) recognizes and welcomes the benefits of diversity at all levels of the organization, and in all its aspects, including gender, age, ethnicity, geographic origin, cultural identity, qualifications, skills, educational and professional background, seniority of office as well as disability and sexual orientation.

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

ISOIL is committed to disseminating the information contained in its policy for diversity and gender equality and to defining principles and guidelines on gender equality, enhancement of diversity and *female empowerment*.

For this purpose, the **ISOIL** company guarantees that the management of all phases of the life cycle of a resource within the Organization - selection, *on-boarding*, 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.

ISOIL has decided to adopt a corporate policy aimed at reducing the gender gap in all areas considered most critical: professional growth opportunities in the company, equal pay, gender 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 **ISOIL** has 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-equal remuneration;
- protection of parenthood and work-life balance.

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

- Create a more equitable world of work in terms of equal career opportunities, competitiveness and flexibility;
- Support the increase in female employment;
- Ensure gender pay equity, facilitating the participation and permanence of women in the workplace, through the support of care responsibilities, 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 in the application of individual talents, ensuring equal and equal participation in training and development paths, with the presence of both sexes, including leadership courses.

To achieve the above objectives, **ISOIL** is committed to:

- Guarantee additional flexibility for workers with parental and/or caregiver commitments;
- Promote a non-discriminatory work environment for all employees, collaborators and partners;
- Reject conduct that may negatively affect the dignity of people;
- Do not tolerate harassment and all forms of discrimination, such as: sex, gender identity, age, origin, religion, sexual orientation, physical appearance, health, union activity, political opinions, family situation;
- Implement governance and monitoring of *diversity* and *gender parity* in the company;
- Adopt appropriate practices for the dissemination of the Gender Policy within the company context and dissemination of information relating to *gender parity*;
- Support working mothers and working fathers, providing policies in line with the relevant CCNL, dedicated to the protection of maternity/paternity and services to promote the conciliation of personal and working life times;

- 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, where possible for specific company functions;
- Promote a language that encourages dialogue and the overcoming of sexist expressions or manifestations.

Finally, **ISOIL** 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 communication activities, **ISOIL** pays the utmost attention to avoiding gender stereotypes in advertising actions, ensuring a periodic review of marketing materials and strategies, committing to spreading a positive image of women and girls, using language that respects gender differences.

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

This policy will be monitored and updated on a regular basis to ensure that equality and diversity are continuously promoted in the workplace. The responsibility for implementing this Policy is entrusted to the Steering Committee for Gender Equality.

The Management

Cinisello Balsamo (MI), 27/05/2024

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