

GENDER EQUALITY POLICY PURSUANT TO UNI/PdR 125:2022

Management at NOVA SIRIA SRL, which has always been attentive to developments in the market and to the needs of the business, implements a policy which aims at promoting gender equality, not just in-house, but by aiming to promote and encourage commercial and personal relations with companies and professionals who are equally committed to inclusion and gender equality. Accordingly, it has decided to set up and implement a management system in accordance with the UNI/PdR 125:2022 document, "Guidelines on the management system for gender equality". Management at NOVA SIRIA SRL, in conjunction with the Gender Equality Guidance Committee, then, has decided to adopt a policy that aims to enhance and protect diversity and equal opportunities in the workplace, to pursue gender equality, to enhance and support female empowerment.

In line with this, Management at NOVA SIRIA SRL:

- ☐ undertakes to guarantee staff equal access to roles of responsibility, with equal competencies, qualifications, and skills;
- ☐ undertakes to offer staff fair remuneration levels in accordance with the professional competencies, skills, and experience of every employee, with the aim of pursuing pay equality;
- ☐ undertakes specifically to ensure the family welfare of its staff both in economic terms and in terms of flexible working hours and smart working;
- ☐ undertakes to train and inform staff about gender equality themes, such as inclusive language, gender stereotypes, prejudices, harassment, and mobbing;
- ☐ undertakes to communicate, both in-house and externally, its intention to pursue gender equality, enhance diversity, and support female empowerment.

Management at NOVA SIRIA SRL also undertakes to ensure that this policy is:

- ☐ communicated and disseminated within the organisation and to its interested parties;
- ☐ supported by training and information for company management;
- ☐ revised or confirmed at regular intervals during review on the basis of the events, changes, and results of the monitoring and audits;
- ☐ coordinated by a responsible figure, designated by management, who has the organisational and general competencies required.

NOVA Siria THE CEO FRANCESCO FERRERO	NOVA Siria MARCO FERRERO MANAGING DIRECTOR
---	---

PLANT, HEADQUARTERS AND OFFICES Via Marconi 4/6 - 10060 Roletto (TO - Turin) - ITALY Tel. +39 0121 342256 Email: export@novasiria.it VAT Code / Partita IVA: 03716570019	INTERNATIONAL SALES OFFICE Tel. +39 0121 342256 Email: info@novasiria.it CUU: M5UXCR1
--	--



In order to pursue its gender equality policy, Management at NOVA SIRIA SRL, in conjunction with the Gender Equality Committee, has defined a strategic plan necessary for its implementation, creating a management model that guarantees, over time, the maintenance of the requirements defined and implemented, measuring the progress of the results through the preparation of specific KPIs, identified on the basis of the 6 thematic areas indicated by UNI/PdR 125:2022:

- ❑ Culture and strategy: improvement of the workplace environment, promoting inclusion, gender equality and enhancement of gender difference, overcoming stereotypes, discrimination or prejudice (also unconscious prejudice) relating to gender matters.
- ❑ Governance: implementation of a governance model aiming to define adequate organisational systems and the presence of women within the organisation's strategic and control bodies, as well as the presence of processes aiming to identify and solve any forms of non-inclusion.
- ❑ HR processes: implementation of HR processes, relating to all aspects of the working relationship, such as hiring, placement, training, development of competencies, promotion, remuneration, and termination, based on principles of inclusion and respect for diversity.
- ❑ Opportunities for growth and inclusion of women within the company: improvements in the ability of the organisation to offer prospects for a career and growth within the company which are neutral in terms of gender.
- ❑ Remuneration equity by gender: implementation of processes for remuneration equity by gender, including welfare systems and benefits.
- ❑ Protection of parenthood and work-life balance: implementation of policies to support staff with their activities as parents and caregivers.

PLANT, HEADQUARTERS AND OFFICES

Via Marconi 4/6 - 10060 Roletto (TO - Turin) - ITALY
Tel. +39 0121 342256
Email: export@novasiria.it
VAT Code / Partita IVA: 03716570019

INTERNATIONAL SALES OFFICE

Tel. +39 0121 342256
Email: info@novasiria.it
CUU: M5UXCR1

