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JACOBACCI

PARTNERS

GENDER EQUALITY POLICY of JACOBACCI & PARTNERS SpA

according to UNI/PdR 125:2022

Jacobacci & Partners Spa, mindful of market evolution and business needs, has always implemented a policy aimed at promoting gender equality both internally and with its business partners.

To structure actions of inclusion and gender equality, it has decided to establish and implement a management system according to the Reference Practice UNI/PdR 125:2022 "Guidelines on the management system for gender equality."

Within this management system, a Steering Committee (also known as the *Equality Committee*) has been set up, through which it seeks to enhance and protect diversity and ensure equal opportunities in the workplace.

Therefore, the **Gender Equality Policy** includes the following commitments towards staff:

- Ensure equal access to roles of responsibility based on skills, qualifications, and abilities;
- Offer fair remuneration based on expertise, ability, and professional experience, with the goal of pursuing income equality;
- Propose a concrete range of family welfare benefits, in terms of economic support, flexible hours, and remote working;
- Train and raise awareness on gender equality issues, such as inclusive language, gender stereotypes, biases, harassment, and mobbing;
- Communicate, both internally and externally, the company's commitment to pursuing gender equality, valuing diversity, and supporting female empowerment.

Jacobacci & Partners also commits to ensuring that this policy is:

- Communicated and spread within the organization and to interested third parties;
- Subject to training and awareness for corporate management;
- Certified and periodically reviewed, in line with events, changes, and the results of periodic monitoring and checks;
- Coordinated by a responsible figure, appointed by the management and possessing organizational and gender competencies.

To pursue this policy, the Gender Equality Committee has defined a strategic plan for its implementation, setting up a management model that ensures the maintenance of the defined and implemented requirements over time, and measures progress through specific indicators in each of the six following thematic areas indicated by UNI/PdR 125:2022:

1. Culture and strategy: improving the work environment by promoting inclusion, gender equality, and the appreciation of gender diversity, overcoming stereotypes, discrimination, or biases (even unconscious) related to gender issues.
2. Governance: implementation of a governance model aimed at defining appropriate organizational controls and the presence of the minority gender in the organization's directing and controlling bodies, as well as processes aimed at identifying and remedying any non-inclusive events.
3. HR Processes: implementation of inclusion principles and respect for diversity in all aspects of the employment relationship such as hiring, integration, training, skill development, promotion, remuneration, termination.
4. Opportunities for growth and inclusion of women in the company: as the organization's ability to offer career and internal growth paths neutral with respect to gender.
5. Gender pay equity: implementation of processes for remuneration equity between genders, including non-monetary compensation such as welfare and wellbeing.
6. Protection of parenthood and work-life balance: implementation of policies supporting parenthood and caregiving needs.

Signature

Jacobacci & Partners SpA