



Gender Equality Policy

The implementation at **Rhütten** of the Gender Equality Management System in line with UNI PdR 125:2022 is the next logical step forward from the provisions already existing in the company policy regarding social issues under the ESG (Environmental, Social, and corporate Governance) framework.

The primary aim of **Rhütten's** Top Management with this document is to formalise its Policy for Diversity, Inclusion and Gender Equality and at the same time reiterate **its commitments to the following:**

PROCESS OF RECRUITMENT

- ❖ Attract and hire people with diverse backgrounds and abilities, pursuing gender equality in the recruitment process by identifying a pool of candidates that is essentially equal in its gender mix.
- ❖ Emphasize the importance of meritocracy: skills, experience and expertise are our guides in the selection of the best candidates.
- ❖ Provide those involved in the hiring processes – such as recruiters and line managers – with adequate training on gender equality and cognitive biases that can negatively impact selection processes.

ANNUAL PERFORMANCE EVALUATION SYSTEM

The Performance Evaluation System encourages ongoing dialogue between Managers and Employees and reinforces everyone's commitment to the company's goals and challenges.

- ❖ Creation of Development Plans with no gender-based discrimination, encouraging constructive face-to-face discussions aimed at empowerment through the use of feedback as a means of continuous improvement.
- ❖ Include aspects of Diversity and Inclusion within the Leadership Model and consequently in the Performance Management system.
- ❖ In the "Final Evaluation" phase, Top Management, in conjunction with the various Managers, checks that the evaluation curve does not show any gender discrimination.

TRAINING, PROFESSIONAL DEVELOPMENT AND COMMUNICATION

- ❖ Offer equal development opportunities without any gender discrimination, defining standards that are transparent and consistent with the performance management and talent development processes.
- ❖ Provide training sessions for all employees to raise awareness of the importance of diversity, gender equality and inclusion, highlighting the impact that these issues have on business. More specifically, all those with roles of responsibility and working-group coordination are being encouraged to raise their awareness of issues related to unconscious bias and the ability to communicate inclusively.



- ❖ Involve both women and men on an equal basis in all training initiatives and courses with at least one training session per year.
- ❖ Support female empowerment within corporate development programmes.

ENHANCEMENT OF POTENTIAL AND CAREER PATHS

- ❖ Promote a culture based on meritocracy and respect for people regardless of gender.
- ❖ Ensure that the processes of talent development and succession planning adequately include personnel from the less-represented gender, with the aim of achieving gender balance in managerial positions (while always ensuring a focus and attention on meritocracy).

DEFINITION OF SHORT-TERM AND MEDIUM-TO-LONG-TERM REMUNERATION POLICIES

- ❖ Periodic remuneration measures and short- and long-term incentive programmes are anchored in principles of recognition of assigned responsibilities, results achieved, and the quality of the professional contribution made, taking into account the market context and benchmarks applicable to similar positions or roles of a comparable level in terms of responsibility and complexity.
- ❖ Ensure equal and fair salary opportunities for all employees, regardless of gender.
- ❖ Promote actions and behaviours consistent with the company's culture, respecting the principles of plurality, equal opportunities, enhancement of people's knowledge and professionalism, fairness, and non-discrimination.

MANAGEMENT ASPECTS RELATED TO WORK ORGANISATION

- ♣ Improve the work-life balance at all stages of an employee's personal and professional life by providing support during and after extended periods of absence from work, avoiding any discrimination during and after leave, allowing them to remain in contact with the company during their absence, and facilitating their subsequent reintegration.
- ♣ Prevent any and all kinds of harassment in the workplace through a dedicated awareness-raising programme on gender-based harassment that enhances people's understanding of such issues and guides their daily behaviour. To this end, the organisation has also set up a channel of communication that employees can use to report any incidents in complete anonymity.

TERMINATION OF EMPLOYMENT

- ❖ Implement a clear and agreed "exit interview" process to collect qualitative feedback and analyse the details to promptly identify processes, tools, or areas for improvement within the company. In this regard, particular attention will be given to people who leave the company for reasons related to their gender (failure to return from maternity leave, incompatibility between family commitments and professional life, etc.).



The Top Management is also committed to collecting information and making this document available to the public and at all levels in the company, as well as encouraging all members of the organisation to understand and implement this Policy, in order to initiate a dialogue between the company and all its internal and external stakeholders – employees, customers, suppliers, institutional bodies, etc. – which leads to a greater awareness of the issues of Diversity, Inclusion, and Gender Equality.

Finally, the Top Management ensures that this Policy is available to the public and at all company levels by using all the communication tools at its disposal: company noticeboards, intranet and the company website.

Caldarola (MC), 05/02/2024

Top Management
