

## **GENDER EQUALITY POLICY**

This Gender Equality Policy defines the principles and commitments through which ResilTech promotes equal opportunities, the enhancement of diversity, and female empowerment, in line with the requirements of UNI/PdR 125 and with the company's values of fairness, inclusion, and respect for individuals.

ResilTech supports a culture based on the recognition and appreciation of differences in gender, age, background, personal beliefs, psychophysical abilities, identity, and sexual orientation. The company is committed to ensuring human resource management practices that guarantee equal access to roles, transparent career development paths, and an inclusive, collaborative, and open working environment. The organization promotes respectful and responsible behaviour, preventing any form of harassment or discrimination, including digital forms.

Employee well-being is considered a strategic element for work quality and organizational growth. For this reason, ResilTech promotes welfare measures that support work-life balance, encourages flexible work arrangements, and provides psychological support, mentoring, and coaching tools, with particular attention to moments of personal and professional transition.

ResilTech recognizes parenthood as both a social and organizational value and is committed to protecting it through concrete and inclusive measures: personalized maternity support and return-to-work pathways, support for fathers and partners in accessing leave, reasonable job adjustments, reintegration meetings, and professional updates. The company also ensures full confidentiality of information related to maternity and parenthood, in compliance with applicable regulations.

The implementation of this Policy and the verification of the effectiveness of the Gender Equality Management System are the responsibility of the Steering Committee. Management ensures the dissemination of this Policy to all personnel and stakeholders, provides the necessary resources, and promotes continuous improvement through periodic monitoring and corrective actions. All personnel are required to respect and apply the principles expressed in this Policy and in the related procedures in their daily activities.

Pontedera, 07/10/2024



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(Top management)