



## GENDER EQUALITY POLICY

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## 1. INTRODUCTION

INWIT undertakes to protect and spread the values of diversity and inclusion.

Within its Diversity & Inclusion Policy, INWIT has long formalised its commitment to an inclusive, welcoming and pluralistic working environment, in which distances are reduced and cultural, material and organisational obstacles are removed, including geographic distance, which might compromise the respect for and inclusion of disabilities, gender equality, race, sex and religion, the ideas of others and generational differences.

The company firmly believes that a diverse company population will ensure a multitude of perspectives, encourage innovation and contribute to a stimulating work environment. It is therefore in its own interest to support inclusion and pursue its target of creating a workplace that is free of discrimination, by identifying gender equality as one of the pillars of its strategy.

With the intention to promote gender equality within its organisation and with respect to its third parties, INWIT undertakes to implement processes that develop female empowerment in business activities, while recognising women's needs and specific experiences and enabling them to experience fair relations on the job market.

## 2. RECIPIENTS AND SCOPE OF APPLICATION

The Policy will apply to company processes, regulations and procedures.

This document is intended for the entire company population and is applied indiscriminately to all workers who have a subordinate employment, self-employment or para-subordinate employment relationship, regardless of the type of contract, as well as to Consultants and Suppliers, where applicable.

## 3. PURPOSE

The purpose of this document is to define the general framework that identifies the strategies and objectives required to develop a corporate cultural model respectful of gender diversity, in order to prevent all forms of discrimination. The objectives of the Policy are therefore to promote all aspects of plurality in order to maximise the respective benefits and to generate value within work environments, thus also achieving a competitive advantage for the business.

These objectives are:

- considered of primary importance for the business since an inclusive, fair and collaborative working environment will successfully seize the opportunities arising from the ongoing changes, while identifying innovative and valuable solutions;
- important in the development of the brand reputation, with the effect of creating higher retention among its staff and attracting new talent on the job market;
- key elements in the creation of value for all stakeholders.

## 4. REFERENCES

### 4.1. Internal references

1. Diversity & Inclusion Policy
2. Knowledge Management Framework
3. Organisational Model 231 (including the Code of Ethics and Conduct)
4. New Corporate Governance Code
5. Sustainability Plan
6. Ethics and Integrity Agreement
7. Quality, Environment and Occupational Health and Safety Policy
8. Whistleblowing Policy
9. Stakeholder Engagement Policy
10. Social Media Policy and participation in external events for professional purposes

### 4.2. External references

1. UNI PdR 125:2022
2. UN Agenda 2030 – Sustainable Development Goals (SDGs)
3. Principles of the United Nations Global Compact;
4. United Nations Women's Empowerment Principles
5. Universal Declaration of Human Rights of the United Nations General Assembly
6. United Nations Conventions on the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, on the Rights of Persons with Disabilities
7. Declaration on Fundamental Principles and Rights at Work and the Eight Fundamental Conventions of the International Labour Organization (ILO)
8. Global Reporting Initiative Sustainability Reporting Standards

## 5. GENDER EQUALITY OBJECTIVES AND COMMITMENTS

INWIT undertakes to incorporate the principles of gender equality throughout the entire professional career and in all stages of life of its workers, from recruitment to retirement. Not only does the company strive to increase the presence of women in the working context, but it aims to guarantee equal career opportunities, including senior management roles, equal economic treatment, appropriate work-life balance conditions for the different stages of life, a proactive approach to rebalancing the family workload between men and women, as well as a work environment that rejects stereotypes, discrimination and all forms of physical, verbal and digital abuse and instead offers a culture of diversity and inclusion.

INWIT promotes the integration of Gender Equality Principles in its organisational structure.

In this regard, with specific reference to staff, INWIT intends to monitor the following areas:

- Recruitment
- Career management
- Pay equality
- Parenthood, care and work-life balance
- Prevention of abuse and harassment
- Communication

### 5.1. Recruitment

During the recruitment process, the company is committed to respecting the following criteria and principles:

- to structure the recruitment process in accordance with principles of fairness, ensuring compliance with laws on equal opportunities, neutrality towards gender and avoiding possible cognitive bias linked to gender stereotypes;
- to guarantee the adoption of gender-neutral and inclusive language in the preparation and publication of job vacancies;
- to guarantee that experiences, skills, expertise and professionalism are the only criteria that guide the recruitment process;
- to ensure transparency in all stages of recruitment;
- taking into account the nature of the company and the sector in which it operates, to consider, during the recruitment process, the need to ensure a balance between men and women within the company staff.

Furthermore, given that direct discrimination is believed to create a prejudicial effect on candidates based on their gender, while indirect discrimination can be found in “seemingly neutral” behaviour that places candidates at a particular disadvantage in relation to workers of the opposite sex, during the recruitment process it is prohibited to implement or tolerate the following:

- undesirable conduct with the purpose or effect of violating the dignity of workers and creating a climate of intimidation;
- behaviours that constitute direct or indirect discrimination based on sex, age, personal or family care needs, pregnancy, maternity or paternity, the ownership and exercise of the related rights.

### 5.2. Career management

During the career management process, the company is committed to respecting the following criteria and principles:

- to ensure respect for the principles of inclusion and meritocracy, guaranteeing internal fairness, equal opportunities and fostering all forms of diversity during professional development and staff promotions;
- to promote and appraise the performance of each worker using objective, neutral and inclusive criteria that take into account, among other things, their professional profile, targets achieved and role in the organisation;
- to support gender equality in appointment processes, with particular reference to those involving key and/or managerial roles;
- to consider the gender balance in leadership positions when assigning roles and duties;
- to address career opportunities and professional development programmes to all staff regardless of gender;
- to develop training that enhances skills and awareness in order to overcome any obstacles to professional growth and to re-establish gender balance in leadership;
- to promote training activities intended to favour awareness campaigns on diversity and the culture of inclusion.

### 5.3. Pay equality

In the compensation & benefits process, the company is committed to respecting the following criteria and principles:

- to guarantee neutral remuneration and incentive policies in relation to gender, and which are based on impartiality and merit;

- to ensure the recognition of remuneration and benefits that are appropriate to the role, responsibilities and results produced without any gender-based discrimination;
- to monitor the neutrality of remuneration policies with reference to gender and the gender pay gap, in order to take corrective actions where necessary;
- to inform employees periodically of the remuneration policies adopted including with reference to benefits, bonuses and welfare programmes;
- to consider in the welfare programme the needs of people of all genders and ages;
- to recognise the right of the entire company population to report any discrepancies.

#### 5.4. Parenthood, care and work-life balance

In the process intended to protect parenthood and caregivers and, in general, the balance of personal life and work, the company is committed to respecting the following criteria and principles:

- to adopt, in line with organisational and business needs, flexible working models to foster the experience of parenthood, support caregivers in their daily duties and guarantee work-life balance indiscriminately for all staff;
- to examine periodically the flexibility needs of employees;
- );
- to protect maternity and paternity through training, support, information and re-inclusion programmes, protecting the relationship between individual and company before, during and after maternity/paternity;
- to support employees in their parenting and care-giving activities through specific services and initiatives outlined in the company welfare programme;
- to consider initiatives aimed at promoting individual well-being and work-life balance in order to protect the most vulnerable categories and ensure equal employment opportunities.

#### 5.5. Prevention of abuse and harassment

In the process of preventing all forms of abuse and harassment, the company is committed to respecting the following criteria and principles:

- to adopt a zero-tolerance approach to all forms of discrimination, harassment and violence and, in order to prevent this type of conduct, to deliver specific training to all levels of the company on these issues;
- to promote at all levels the use of language that ensures an inclusive and neutral work environment with respect to gender;

- to identify the risks related to abuse and harassment and to plan preventive actions for the risks identified;
- to provide appropriate channels for collecting and analysing reports of abuse and harassment and, where ascertained, to define promptly the necessary corrective actions;
- to prosecute inappropriate behaviour and any offences committed;
- to grant absolute protection to whistleblowers from any retaliation;
- to investigate, through surveys, whether employees have personally experienced discrimination, harassment or violence that caused discomfort or upset, within the workplace or when carrying out their duties externally.

### 5.6. Communication

In the communication and marketing process, the company is committed to respecting the following criteria and principles:

- to avoid gender stereotypes and to limit the overuse of gender-specific language in internal and/or external communications and in advertising;
- to promote a positive image of women and girls in the world of work by using language that respects gender differences, regardless of the communication channel used (email, social media, web, etc.);
- in the event of participation in and/or organisation of external events, to promote fair gender representation among speakers, in accordance with the expertise required by the individual event.

## 6. DESCRIPTION OF RESPONSIBILITIES

All people within the company, including members of the company bodies, have a responsibility to adopt behaviours in line with that which is established by this Policy, adopting an appropriate language and method of work organisation that guarantee an inclusive work environment that respects gender diversity, promotes diversity and protects the physical and mental well-being of employees.

This conduct must be followed in all contexts in which professional activities are carried out, including outside traditional work environments, such as conferences, forums, video calls, etc.

To ensure the effective implementation of this Policy and to pursue the improvement targets set by the company, HRO operates as a coordinator and represents the point of contact for the entire company population for gender equality.



## 7. DISSEMINATION AND UPDATING

With the collaboration of the Leadership Team and the support of HRO, Senior Management is committed to the maximum internal and external dissemination of this Policy, through:

- widespread communication to the entire company population and its interested parties;
- training and awareness activities on gender equality;
- publication on its intranet and institutional website.

With the collaboration of the Leadership Team and the support of HRO, Senior Management will also review this Policy annually, or sooner if required, so that the Policy can be reiterated or updated also to take account of the reference context, legislative changes on gender equality, the outcomes of monitoring and internal audits.