

## GENDER EQUALITY POLICY

Brofind S.p.A. has always been committed to supporting the values of Diversity, Inclusion and Gender Equality through the adoption of corporate, organizational and management mechanisms marked by respect for people's rights, freedom and dignity.

Aware of the "corporate-social value" generated by its way of operating and managing human resources, Brofind S.p.A. has decided to implement a Management System for Gender Equality and to operate in compliance with the UNI/PdR 125:2022 standard and to use, therefore, internally, an approach based on impartiality that does not allow any form of discrimination, direct or indirect, in relation to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social category of belonging and religious faith. In addition, the Society promotes conditions to enable the removal of cultural, organizational and material obstacles that limit the full expression of people and their full development.

Brofind S.p.A.'s commitment is aimed at preserving the value of people, so that everyone feels included and can give the best of themselves by feeling truly an integral part of the Company, and is embodied in a strategy of human resources development and management, capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held.

Therefore, in line with UNI/PdR 125:2022, Brofind S.p.A. is committed to:

- Recognize diversity and foster an inclusive and nondiscriminatory organizational culture;
- Define KPIs to verify and measure the actions identified for the improvement the Diversity and Inclusion Management System and the Gender Equality Management System;
- Identify initiatives that enhance the experience of parenting by protecting the relationship between the staff and the Society, before, during and after maternity/paternity leave;
- Ensure the use of behaviors and language that will provide a work environment Inclusive and respectful of gender diversity;
  - countering behavior inconsistent with Gender Equality principles by ensuring support and protection for people who report and counter inappropriate and inconsistent behavior;
- Appoint a Steering Committee for the effective adoption and implementation of issues for the Gender Equality and Diversity and Inclusion and the principles and commitments expressed in this Policy;
- to build a corporate community in which each person feels an active part and can make his or her own contribution, with the understanding that each person is unique and respect for diversity is the fundamental prerequisite for the coexistence of all/and;
- Ensure compliance with the principle of equity within the organization;
- listening to its people to promote their inclusion. In particular, during the staff evaluation process, without any gender discrimination, Brofind is committed to fostering and encouraging constructive discussion aimed at empowerment through the use feedback intended as continuous improvement and to evaluate its staff intrinsically, fairly and impartially;
- To carry out policies and actions for the inclusion and enhancement of people, according to the principles of fairness, mutual fairness and respect, so that each person feels included and can give the best of himself or herself, also ensuring that everyone has access to fair opportunities for professional growth, regardless of the role held in the organization;
- *top management's* commitment to Diversity and Inclusion and Equality Gender through the use of systems, policies, processes, practices;
- Act responsibly and ethically by promoting an inclusive, accessible and respectful workplace that is decent for all;

- emphasize the importance of meritocracy: experience, skills and competencies guide the selection of the best candidates, both internal and external. Brofind also ensures that people involved in hiring processes, receive adequate training on gender equality and cognitive *biases* that can negatively impact selection processes;
- Recognize and respond to the needs of people entering Brofind;
- improve the *work-life balance* of its staff by also supporting them during and after periods of long absence from work, avoiding any discrimination during and after the leave, allowing them to remain in contact with the Company during the same, and facilitating reintegration at the end;
- Prevent workplace harassment through gender harassment awareness initiatives that create awareness in people and guide them in their daily behaviors;
- define Gender Equality goals and a "Strategic Plan" to achieve them, including with the involvement of its Stakeholders, and to measure and communicate the progress achieved in a clear and transparent manner;
- Assign responsibilities for achieving Gender Equality goals and allocate resources to achieve them;
- Communicating inclusively, recognizing and responding to the needs of its Stakeholders;
- Support and defend diversity.

In order create an active garrison on Gender Equality issues, Brofind S.p.A. has equipped itself with a Steering Committee to which specific powers and resources have been assigned for the effective adoption and continuous and effective implementation of Gender Equality issues.

The Steering Committee can be contacted at the following address: [csr@brofind.com](mailto:csr@brofind.com)

Brofind S.p.A. encourages its workers to report, even anonymously:

- own opinions, suggestions organizational change aimed at fostering dialogue and the comparison;
- situations of:
  - Physical, verbal and digital abuse (harassment) of/against employees;
  - Sexual harassment of/against employees;
  - Discrimination encountered in the performance of work activities;
  - Discrimination in selection and recruitment;
  - Equal opportunity discrimination in professional development and promotions;
  - Failure to respect the rights due to/of workers in the area of parenting and care;
  - Failure to respect the rights due to/of workers in the area of work-life balance;
  - pay disparity;

For this purpose, a specific operating procedure, ("**Management Reporting**, found on the company website) that takes into account the following principles:

- Treat reports confidentially, so as to protect the identity of the reporter and to Others involved or mentioned in the report;
- allow anonymous reporting, except to be considered only if it is sufficiently substantiated;
- Prohibit retaliation and protect those who make reports in good faith;
- enable one to receive support from appropriate and competent personnel on what to do when faced with a violation or alleged violation of the Gender Equality Management System or legal provisions.

The Company ensures that all staff members are made aware of the reporting procedure and are able to use it, and that they are aware of their rights and protections.

Finally, Brofind S.p.A. is committed to planning and implementing specific training plans designed to raise awareness among its workers:

- on valuing differences, gender equality, inclusion, and the impact on the business and internal organization that these issues have. Specifically, all resource managers are made aware of issues related to *unconscious bias* and the ability to communicate in an inclusive and nondiscriminatory manner;
- On "zero tolerance" with respect to any form of violence against/against employees, including Sexual harassment in any form;
- On issues in the field of Social Responsibility;
- On the procedures, instructions and tools of the company's Gender Equality Management System.

This Policy is evaluated at periodic Reviews of the Gender Equality Management System

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