



## OFFICINE NICOLA GALPERTI E FIGLIO S.p.A.

Capitale Sociale € 2.582.500,00 interamente versato

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### OFFICINE NICOLA GALPERTI E FIGLIO S.p.A. GENDER EQUALITY POLICY

(commitment to inclusion, gender equality and integration)

The Top Management of OFFICINE NICOLA GALPERTI E FIGLIO S.p.A. believes in the values of inclusiveness, gender equality and non-discrimination and integration within both corporate and social contexts.

This is why It is aware of how necessary It is to understand the great value of full female empowerment in a historical moment in which it is necessary to rethink our future in terms of sustainability, giving a new, truly inclusive shape to the corporate context, designing and implementing an integrated, fair and equitable profile between business ethics, economy and society.

The Top Management of OFFICINE NICOLA GALPERTI E FIGLIO S.p.A., in addition to the already existing certifications in the fields of environment, quality and safety has therefore decided to join the one related to a system in compliance with UNI/PDR 125, as it guarantees a fair and respectful approach to diversity of any kind and in particular gender diversity.

The company's approach aims to ensure that the management of all stages of a resource's career path within our organisation is based on the principle of equal opportunities, inclusion and meritocracy with the ultimate goal of reducing gender gaps in all areas. Opportunities for professional growth in the company, pay equity, valorisation of gender differences, protection of maternity and care, and respect for the individual represent the areas in which we intend to operate in order to achieve this goal.

Appropriate reporting and monitoring methods are ensured and communicated to all, so as to identify and eliminate any possible misalignment with our intent.

The management system adopted by OFFICINE NICOLA GALPERTI E FIGLIO S.p.A. will therefore make it possible to constantly assess over time what and how much progress is being made, measuring the progress of results through the preparation of appropriate key performance indicators with respect to the following issues:

- culture and strategy;
- governance;
- human resources management;
- opportunities for growth in the company without gender discrimination;
- gender pay equity;
- parenting, caregiving and work-life balance.

For the development of a proper culture of gender equality within our organisation, Top Management has enunciated this Policy, has appointed a Steering Committee and It is committed to:

- Implement governance and monitoring of diversity and gender parity in the company;
- Support working mothers and fathers by providing policies and benefits dedicated to maternity/paternity protection and care;



- promote the transversal promotion of the principle of gender equality at each contractual level;
- encourage the promotion of language that favours dialogue and the overcoming of sexist expressions or manifestations;
- in marketing and communication activities, take most attention to avoid gender stereotypes in advertising actions.
- Ensure that genders are equally represented among speakers at round tables, events, and conferences, including those of a scientific nature..

Finally, OFFICINE NICOLA GALPERTI E FIGLIO S.p.A.. prepares and disseminates to all its stakeholders, both internal and external, a communication plan relating to its commitment to gender equality issues, consistent with the principles of the Policy and with the objectives established and implemented through the strategic plan.

Within the strategic plan, the objectives that the Top Management, assisted by the Gender Equality Steering Committee, intends to pursue are quantified.

The Top Management of OFFICINE NICOLA GALPERTI E FIGLIO S.p.A.. asks all the people who collaborate within it and all the related stakeholders for their commitment so that the objectives of this Policy are effectively pursued and achieved.

The suitability of this Policy is reviewed annually during the Management Review activities.

Gera Lario, 23/06/2025

Andrea Galperti  
(CEO)