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S.P.A. CAPITALE SOCIALE €. 10.000.000 i.v.
di cui esistente da ultimo bilancio €. 10.000.000

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GENDER EQUALITY AND EQUAL OPPORTUNITIES POLICY

Based on the provisions of the Equal Opportunities Code (Legislative Decree No. 198/2006) and the Guidelines for Gender Equality Management Systems (UNI/PdR 125:2022)

This document has been drafted in accordance with the provisions of the Italian Equal Opportunities Code (Legislative Decree No. 198/2006) and the Guidelines for Gender Equality Management Systems (UNI/PdR 125:2022), with the objective of:

"Formalizing and implementing a management system that promotes and supports the development of an inclusive working environment, respectful of applicable regulations, universally recognized rights and corporate values, in line with a corporate culture that fosters equality, inclusion and meritocracy. The Company is also committed to promoting these values in all relationships with its stakeholders."

To achieve the above objectives, Alma Petroli is committed to:

- Promoting these values in every process and relationship, preventing all forms of discrimination and fostering gender equality from the recruitment stage through to pay equity, professional development and career advancement, based solely on skills, competencies and professionalism.
- Supporting the development of an inclusive working and social environment, also taking into account relationships with stakeholders; promoting work-life balance through flexible working arrangements and smart working practices, in compliance with applicable legal and contractual provisions; safeguarding parenthood, including both maternity and paternity; developing welfare and training programmes; and supporting initiatives benefiting families within the local community.
- Challenging stereotypes and prejudice, promoting gender equality and diversity as sources of enrichment and progress, while protecting women's employment and encouraging professional growth and increased responsibilities.
- Introducing practices, language and behaviours aligned with the above principles, including through dedicated training programmes and initiatives aimed both at employees and external stakeholders.
- Combating all forms of harassment, discrimination, bullying and exclusion by appointing dedicated reference figures and implementing procedures designed to promptly identify and address any incidents. Appropriate reporting channels will be made available, including mechanisms that ensure anonymity where necessary. Reports may be submitted by ordinary mail to the Gender Equality and Equal Opportunities Committee, Via di Roma 67, 48121 Ravenna (RA), Italy.

The path undertaken is intended to generate continuous progress both within and outside the Company. To this end, the Company's commitment will be communicated internally and externally through channels that ensure the widest possible dissemination of this culture and its underlying principles. These channels include the corporate website, social media platforms, the company intranet, as well as internal circulars and communications.

To implement the management system aimed at ensuring gender equality and inclusion, Alma Petroli has adopted a strategic plan together with a set of procedures and rules. Compliance with these provisions will be monitored through specific Key Performance Indicators (KPIs), enabling the assessment of achieved results and supporting a process of continuous improvement.

CEO

Sergio Bovo

Ravenna, 24 October 2024