



## GENDER EQUALITY POLICY

The gender equality certification system, introduced in Missione 5 of the PNRR and governed by law no. 162 of 2021 (Legge Gribaudo) and Legge no. 234 of 2021 (2022 Budget Law), is an essential tool aimed at promoting greater inclusion of women in the labor market, improving social and territorial cohesion, as well as of fundamental importance for the growth of businesses and the economy of our country.

The objective of the Opera della Primaziale Pisana is to promote diversity in all its dimensions to make the most of its opportunities and generate value within the working environments, reiterating its commitment to respecting and actively disseminating the principles of inclusion envisaged by the current legislation, contractual provisions and standards issued by international reference organisations:

- ☐ 2030 Agenda for Sustainable Development and the related Sustainable Development Goals - SDGs -;
- ☐ Global Compact and Women's Empowerment Principles of the United Nations,
- ☐ Universal Declaration of Human Rights,
- ☐ United Nations Conventions on women's rights, on the elimination of all forms of racial discrimination, on children's rights, on the rights of people with disabilities;
- ☐ Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organisation (ILO);
- ☐ ILO Convention on Violence and Harassment of June 2019.

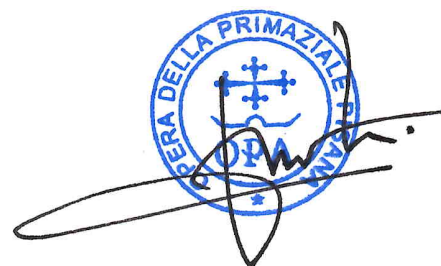
Opera della Primaziale Pisana is committed to supporting the values of diversity, inclusion and gender equality through the adoption of organisational and management mechanisms based on respect for the rights, freedom and dignity of people. In particular, our company has equipped itself with a UNI/PdR 125 management system, operating through an approach based on impartiality and does not allow any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social category to which one belongs and religious faith.

Promotes the enhancement of the diversity present in the roles that operate in the organisation and maintains processes capable of developing female empowerment in business activities by removing any cultural, organisational and material obstacle that could limit the full expression of people and their complete valorisation within the organisation.

Opera della Primaziale Pisana preserves the value of its staff and promotes the protection of their psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioral rules by implementing active strategies and practices in order to stimulate a collaborative, supportive working environment open to contributions from all male and female employees to increase the trust of people, customers and, in general, civil society.

The organisation's attention, in the path that ensures the achievement and maintenance of this purpose, focuses its efforts in the following areas prepared by the UNI 125:2022 procedure

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunity
5. Reward equity
6. Parenting





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ensuring gender equality through concrete actions which, in addition to being compliant with the requirements/indicators established in the individual areas indicated, result in real and concrete appreciation by the resources present in the organisation throughout the working "life cycle" This includes all aspects of selection and hiring (recruitment), career management, pay equity, parenting, care, work-life balance, prevention of abuse and harassment.

For each of the following aspects, the organisation has established more specific policies which are reported below. To each policy that expresses the principles that inspire the organisation, the organisation has associated specific and measurable equality objectives indicated in the strategic plan.

### SPECIFIC POLICIES FOR GENDER EQUALITY

#### SELECTION AND RECRUITMENT

Our organisation in the selection and hiring processes of personnel to be employed in business activities respects, with a view to improvement, principles of gender neutrality in the selection criteria based exclusively on professionalism, competence, specialization, experience, aiming for an equilibrium in the presence of men and women in the workforce and with provision for remuneration not influenced by gender in relation to tasks and responsibilities and balanced *variable remuneration*.

#### CAREER MANAGEMENT

Our organisation is aware that the economic results achieved also depend on the human resources that work there and intends to refer all opportunities for development of this career solely to the results and merit of the person regardless of gender. Our organisation, with a view to improvement, manages the careers of internal staff respecting: principles of the balancing of roles, planning of career paths profiled regardless of gender, offering of training courses for the development of skills aimed at removing any career difficulties and restoring any leadership gender imbalance.

#### WAGE EQUITY

Our organisation, during the hiring phase and throughout the career of staff, ensures pay equity regardless of gender. The remuneration of staff is recognized in relation to their role and responsibilities and any additions by way of benefits and bonuses to this remuneration is intended exclusively based on the results produced and recognised. The remuneration, bonus and benefit criteria are documented and accessible to the entire staff and anyone has the right to report any disparities.

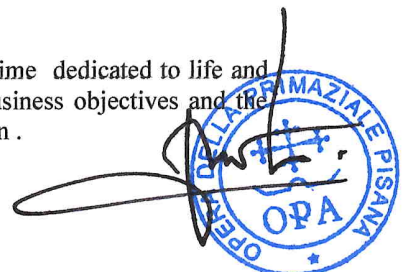
#### PARENTING, CARE

Our organisation supports maternity and paternity through activities aimed at satisfying the needs of those who, due to their status connected to parenthood, must balance their commitment between work and the new occurrences that have emerged, supports training programmes regarding maternity and paternity together with, information and re-integration programmes, promotes paternity leave, which must be promoted so that all potential beneficiaries benefit from it for the entire period provided for by law, takes an active role in supporting.

, with concrete initiatives the activities of caregivers (caring at the time of birth), supports fathers and mothers in a way that is amplified through the offer of dedicated services in structured welfare plans

#### WORK-LIFE BALANCE

Our organisation intends to be able to provide its staff with the possibility of managing the time dedicated to life and work through a balancing of the equilibrium that takes into account both the company's business objectives and the psychophysical well-being of the worker resulting from a greater freedom of self-determination.







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**PREVENTION OF ABUSE AND HARASSMENT**

Our organisation repudiates any form of abuse and harassment and for this purpose carries out zero-tolerance prevention and repression activities against the phenomenon. The organisation implements its prevention through concrete actions whose principles include the identification of risks relating to abuse and harassment, the planning of prevention actions in relation to this risk, the possibility of reporting suspicions and/or facts relating to abuse and harassment, the absolute protection by the organisation of the reporting persons from any subsequent retaliation and the creation of suitable measures of repression.

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This policy is defined, periodically reviewed and monitored by the Top Management in agreement with the Steering Committee and coordinated by a Systems Manager designated by the management and in possession of organisational and gender management skills.

Top Management assumes primary responsibility for the achievement of the previously indicated objectives and any corrective actions that may be necessary to fully achieve the objectives themselves.

Each policy that expresses the principles that inspire the organisation is associated with specific and measurable equality objectives indicated in the strategic plan and in the related procedures with an indication of the resources indicated in the aforementioned plan.

The gender equality policy and related policies are communicated within the organisation and published on the website.

With the aim of encouraging and promoting female empowerment and leadership, the organisation implements annual training plans, including individual ones, such as to satisfy the training needs identified with verification of the effectiveness of the training interventions, as well as ensuring the use of satisfaction questionnaires in a methodical way.

Date: 06/26/2023

**Documents:**

Strategic plan for gender equality  
Gender equality policies and procedures  
Management system procedures  
Management system manual



President

Dott. Andrea Maestrelli

