



Gender Equality Policy

IN ACCORDANCE WITH UNI/PDR REFERENCE PRACTICE 125:2022

Gender Equality Policy

The **Gender Equality Policy** (the “**Policy**”) of Image Building S.r.l. S.B. outlines the principles, objectives, and guidelines defining the Company’s commitment to **Gender Equality**.

The **Gender Equality Policy**, developed by the Management in coordination with the **Gender Equality Steering Committee**, is addressed to all **employees** and shared to enhance its impact within the network.

Through the implementation of a **Gender Equality** management system compliant with **UNI/PdR 125:2022** and a culture rooted in respect and the appreciation of **diversity** in gender, age, origin, social and religious background, political views, psychophysical abilities, identity, and sexual orientation, Image Building S.r.l. S.B. is committed to:

- promoting a culture of **inclusion** and **non-discrimination** through corporate information and training;
- transparently communicating its intention to pursue **Gender Equality**;
- defining **KPIs** to monitor and measure **Gender Equality** actions;
- ensuring the use of behaviors and language that foster an inclusive and respectful work environment for gender **diversity**;
- Identifying initiatives that enhance **parenting** experience, supporting the relationship between **employees** and the Company before, during, and after maternity/paternity leave;
- Appointing a **Steering Committee** to ensure the effective adoption and application of this **Gender Equality Policy**;
- Allocating the necessary **budget** to achieve and maintain the objectives of the "**Strategic Plan**";
- creating and maintaining a collaborative, supportive, transparent, and inclusive work environment that listens to all **employees**.

Specific commitments:

- **Recruitment and hiring process**

Image Building S.r.l. S.B. is committed to achieving **Gender Equality** during recruitment by striving for balanced gender representation among shortlisted candidates.

At the same time, the Company emphasizes the importance of meritocracy, considering previous experience and personal skills as leading factors during the selection process;

- **Employee evaluation system**

The evaluation system promotes constant dialogue between the Company and its **employees**, fostering constructive exchanges aimed at accountability and using **feedback** as a tool for continuous improvement;

- **Training and professional development**

Image Building S.r.l. S.B. is committed to offering equal development opportunities without gender **discrimination**.

In particular, all resource **Managers** are sensitive to the issue of **Gender Equality** and unconscious biases.

Furthermore, the Company ensures equal involvement of both men and women in all initiatives and training programs.

- **Work-life balance**

Image Building S.r.l. S.B. is dedicated to improving **employees'** work-life balance by formalizing flexible work arrangements, supporting **employees** during and after extensive absences, avoiding discrimination during and after leave, enabling ongoing communication with the Company during leave, and facilitating reintegration upon return.

Additionally, the Company is committed to preventing **sexual harassment** in the workplace through targeted awareness programs that guide **employees** toward appropriate daily behaviors.

Image Building S.r.l. S.B. has outlined the following themes in its "**Strategic Plan**", for which the **Steering Committee** identifies and monitors specific **KPIs**:

- culture and strategy;
- governance;
- HR processes;
- opportunities for women's growth and inclusion within the Company;
- gender pay equity;
- support for **parenting** and work-life balance.

To foster dialogue and discussion, Image Building S.r.l. S.B. encourages the **reporting** - even anonymously - of opinions, suggestions for organizational changes and situations involving:

- physical, verbal, or digital abuse (**harassment**) of **employees**;
- **sexual harassment** of **employees**;
- **discrimination** in recruitment and hiring;
- **discrimination** in professional development opportunities and promotions;
- **violation** of workers' rights regarding **parenting** and caregiving;
- **violation** of workers' rights regarding work-life balance;
- **pay disparities**.

A dedicated anonymous **reporting** channel is available to all **employees** in two specific workplace areas.

Image Building S.r.l. S.B. establishes and implements training programs for its workforce to raise awareness of **Gender Equality** within the organization.

The **Policy** is made available to stakeholders and is periodically reviewed and confirmed based on events, changes, monitoring outcomes, and verifications.

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