

	D&I Gender Equality Policy	QMS Manual Annex 1
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Gambini Meccanica SRL is committed to supporting the values of diversity, inclusion and gender equality through the adoption of corporate, organizational and management mechanisms based on the respect for people's rights, dignity and freedom. In particular, our company is equipped with an integrated management system ISO 30415 - UNI/PdR 125. It operates according to the ISO 30415:2021 and UNI/PdR 125:2022 guidelines through an approach based on impartiality and does not tolerate any form of direct or indirect, multiple discrimination in connection with gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political views, social category and religious faith. It also promotes conditions allowing to remove cultural, organizational and material barriers that limit people's full participation and potential within the organisation.

Gambini Meccanica SRL safeguards the value of its staff and promotes the protection of psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioural rules.

D&I Policy aims at developing a clear approach in terms of mission, strategies and active practices in order to stimulate a collaborative, supportive and open to contributions from all employees working environment, for increasing people, customers and civil society confidence.

The aim is to promote diversity in all its dimensions in order to seize opportunities, to create value within the working environments and to gain also a competitive business advantage.

This policy reaffirms the commitment of our company to respect and to actively spread the principles of the current legislation, the contractual terms and the standards set by international framework organizations:

- 2030 Agenda for the Sustainable Development and the related sustainable development goals - SDGs;
- UN Global Compact and Women's Empowerment Principles;
- Universal Declaration of Human Rights;
- UN Conventions on women's right, elimination of all forms of racial discrimination, children's rights, rights of people with disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight fundamental conventions of the International Labour Organization (ILO);
- ILO convention on violence and harassment of June 2019.

Diversity is a value which has to be protected and encouraged with concrete actions in all organizational and management processes through comprehension, inclusion and enhancement of people's differences. Diversity enriches and introduces to new ideas and initiatives, by multiplying the possibilities to generate innovative solutions: people from different cultures, social and generational background, capabilities and experiences represent a distinctive value, which stimulates the dialogue towards several perspectives and enables to reflect and to anticipate customers' and stakeholders' needs.

Gambini Meccanica SRL commitment is aimed at preserving people's value so that everyone feels included and could give the best by feeling part of the society. It is realized with a human resources development and

management strategy able to promote an inclusive culture for enhancing people's uniqueness and accessing to the opportunities for professional growth, whatever the role inside the organisation.

In terms of staff and carrier management, specific procedures have been adopted for handling the related areas with a view to D&I and Gender Equality.

With regard to the communication (marketing and advertising) **Gambini Meccanica SRL** declares the will to pursue gender equality, to enhance diversity and to support women's empowerment.

Gambini Meccanica SRL has a policy aimed at promoting diversity, inclusion and gender equality not only internally, but above all by favouring business relationships with companies involved in diversity, inclusion and gender equality as well.

Gambini Meccanica SRL has identified a responsible resource for handling the D&I management system in the figure of RSGQ.

Furthermore, it has established the committee D&I composed of Managing Director, HR Manager and Quality Manager in order to have an active management in terms of D&I and Gender Equality.

The present policy is available for consultation in the D&I section of our website.

Managing Director

06.07.2022