

## GENDER EQUALITY POLICY

Brofind S.p.A. has always been committed to the support of the values of Diversity, Inclusion and Gender Equality, through the adoption of corporate, organisational and management mechanisms marked by respect for people's rights, freedom and dignity.

Aware of the "corporate-social value" generated by its way of operating and managing human resources, Brofind S.p.A. has decided to implement a Management System for Gender Equality and to operate in compliance with the UNI/PdR 125:2022 standard and to use, therefore, an approach based on impartiality that does not admit any form of discrimination, direct or indirect, in relation to gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political opinions, social category of belonging and religious faith. Furthermore, the Company promotes the conditions to allow the removal of cultural, organisational and material obstacles that limit the full expression of people and their complete development.

Brofind S.p.A.'s commitment is aimed at preserving the value of people, so that everyone feels included and can give the best of themselves, feeling truly an integral part of the Company, and is embodied in a strategy of human resources development and management, capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held.

Therefore, in line with UNI/PdR 125:2022, Brofind S.p.A. is committed to:

- Recognise diversity and foster an inclusive and non-discriminatory organisational culture;
- define KPIs to verify and measure the actions identified for the improvement of the Diversity and Inclusion Management System and the Gender Equality Management System;
- identify initiatives that enhance the experience of parenthood by protecting the relationship between the staff and the company, before, during and after maternity/paternity leave;
- ensure the use of behaviour and language that can guarantee a working environment inclusive and respectful of gender diversity;
  - countering behaviour inconsistent with Gender Equality principles by providing support and protection to people who report and challenge inappropriate and inconsistent behaviour;
  - Appoint a Steering Committee for the effective adoption and implementation of the gender equality and Diversity and Inclusion and the principles and commitments expressed in this Policy;
- build a corporate community in which each person feels an active part and can make his or her own contribution, in the knowledge that each person is unique and respect for diversity is a fundamental prerequisite for everyone to live together;
- ensure respect for the principle of fairness within the organisation;
- listening to its people to promote their inclusion. In particular, during the staff evaluation process, without any gender discrimination, Brofind is committed to fostering and encouraging constructive discussion aimed at empowerment through the use of feedback intended as continuous improvement, and to evaluating its staff in an intrinsic, fair and impartial manner;
- implement policies and actions for the inclusion and enhancement of people, according to the principles of equity, mutual fairness and respect, so that everyone feels included and can give the best of themselves, also guaranteeing everyone access to fair opportunities for professional growth, regardless of their role in the organisation;
- promote *top management* commitment to Diversity and Inclusion and Equality Gender through the use of systems, policies, processes, practices;
- act responsibly and ethically by promoting an inclusive, accessible and respectful workplace with dignity for all;

- emphasise the importance of meritocracy: experience, skills and competencies guide the selection of the best candidates, both internal and external. Brofind also ensures that people involved in recruitment processes receive adequate training on gender equality and cognitive *biases* that can negatively impact selection processes;
- recognise and respond to the needs of the people who enter Brofind;
- improve the *work-life balance* of its staff by also supporting them during and after periods of long absence from work, avoiding any discrimination during and after the leave, allowing them to stay in contact with the company during the leave and facilitating their reintegration at the end;
- prevent harassment in the workplace through gender harassment awareness-raising initiatives that create awareness in people and guide them in their daily behaviour;
- define Gender Equality objectives and a 'Strategic Plan' to achieve them, including with the involvement of its stakeholders, and to measure and communicate progress in a clear and transparent manner;
- assigning responsibilities for the achievement of Gender Equality goals and allocating resources to achieve them;
- communicate in an inclusive manner, recognising and responding to the needs of its stakeholders;
- support and defend diversity.

In order to create an active Gender Equality watchdog, Brofind S.p.A. has set up a Steering Committee to which specific powers and resources have been assigned for the effective adoption and continuous and effective implementation of Gender Equality issues.

The Steering Committee can be contacted at: [csr@brofind.com](mailto:csr@brofind.com)

Brofind S.p.A. encourages its workers to report, even anonymously:

- their opinions, suggestions for organisational change aimed at fostering dialogue and the comparison;
- situations of:
  - physical, verbal and digital abuse (harassment) of employees;
  - sexual harassment of employees;
  - discrimination encountered in the performance of work activities;
  - discrimination in selection and recruitment;
  - equal opportunities discrimination in professional development and promotion;
  - failure to respect the rights due to workers in the area of parenting and care;
  - failure to respect workers' rights in the area of work-life balance;
  - pay inequality;

To this end, a specific operational procedure has been drawn up, ('**Report Management**', available on the company website), which takes into account the following principles:

- treat reports confidentially, so as to protect the identity of the reporter and to others involved or mentioned in the report;
- allow reporting in anonymous form, unless it is sufficiently substantiated;
- prohibit retaliation and protect those who make reports in good faith;
- enable support from appropriate and competent personnel on what to do when faced with a violation or suspected violation of the Gender Equality Management System or legal provisions.

The Company ensures that all staff members are made aware of the reporting procedure and are able to use it, and that they are aware of their rights and protections.

Finally, Brofind S.p.A. undertakes to plan and implement specific training plans to raise awareness among its workers:

- on valuing differences, gender equality, inclusion and the impact on business and internal organisation that these issues have. Specifically, all resource managers are made aware of issues related to *unconscious bias* and the ability to communicate in an inclusive and non-discriminatory manner;
- on 'zero tolerance' of all forms of violence against employees, including sexual harassment in any form;
- on Social Responsibility issues;
- the procedures, instructions and tools of the company's Gender Equality Management System.

This Policy is evaluated during the periodic Reviews of the Gender Equality Management System.

Milan, 13/11/2023

Alessandro Parravicini