



# GENDER EQUALITY POLICY

approved by the Board of Directors of Eurostandard SpA at its meeting on 18.09.2025

## MISSION AND STRATEGIC VISION

EUROSTANDARD SPA is a company specialized in plastics processing, committed to growth in research, quality, production, and marketing of PE100 polyethylene fittings for pressure pipes for the distribution of water, gas and fluids in general.

### OUR MISSION

“We work every day to make good fittings, looking for innovative solutions, because we believe in the value of connections between people and territories. Good connections create good relationships. Good relationships create quality environments. We do this with passion, commitment and care for the environment.”

### OUR VISION

“Lasting over time, promoting the flow of relationships by connecting ideas”

## THE PATH TO GENDER EQUALITY

With the aim of fulfilling its mission to the best of its ability and in line with its strategic vision, EUROSTANDARD SPA has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR125:2022, as a valid tool to ensure gender equality in terms of the presence and professional growth of women in the organization, to promote diversity and to activate processes of developing female empowerment.

For EUROSTANDARD SPA, obtaining the certification, will be just the first step in a process of implementing gender equality policies with a view to improving and promoting gender equality. The certification aims to support and encourage the organization to adopt policies that reduce the gender gap, with consequent benefits for people well-being, as well as reputational and ethical impacts.

## THE INSPIRING PRINCIPLES

The fundamental principles EUROSTANDARD SPA's Gender Equality Policy are:

- impartiality and inclusiveness
- fairness and transparency
- people development
- protection of individuals
- opposition to all forms of violence and discrimination

which are reflected in **EUROSTANDARD SPA's commitment:**

- to ensure equal professional growth opportunities for all people in the company by formally committing to promoting a policy that focuses on diversity, gender equality, female empowerment and equal opportunities;
- to adopt measures to prevent all forms of gender discrimination and to oppose any act that undermines the dignity of staff, regardless of their role and level of responsibility;
- to promote diversity in every business process: from human resources recruitment and selection to access to training, from the definition of remuneration policies to performance evaluation and the

allocation of reward systems, from the selection of suppliers to the supply of products/provision of services;

- to support the family welfare of our people through working arrangements that promote a balance between professional and private life;
- to promote information, awareness-raising and staff engagement initiatives on the issues of equal opportunities and female empowerment, avoiding stereotypes and promoting the visibility of women's contributions;
- to promote communication, including through marketing and advertising activities, that transparently declares the desire to achieve gender equality and value diversity.

## SPECIFIC POLICIES ON GENDER EQUALITY

These are more specific policies on gender equality that provide the necessary input for formulating the Strategic Plan for Gender Equality and for identifying, developing, and implementing procedures specifically dedicated to gender equality, based on the context in which the organization operates.

The gender equality policies, developed in relation to politics, are related to the themes of the

**Communication** and **Strategic Plan**:

1. selection and hiring (recruitment)
2. career management and pay equity
3. parenting, caregiving and work-life balance
4. prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace
5. communication

Specifically, the commitments undertaken by EUROSTANDARD SPA are listed below.

### 1. SELECTION AND HIRING (RECRUITMENT)

EUROSTANDARD SPA strongly believes that the presence of people of different genders and, more broadly, of different cultures/generations/religions/ethnicities eases the creation of an inclusive environment capable of producing new ideas, insights, solutions, and positive performance, as well as promoting the growth of each individual resource and the company itself.

EUROSTANDARD SPA undertakes to:

- attract and hire people with different skills and backgrounds, pursuing gender equality in the selection and hiring process based on the actual availability of profiles in the job market, with the intention, where appropriate, of giving preference to the gender that is less represented in the organizational unit of placement, with equal qualifications and professional experience;
- emphasize the importance of meritocracy: experience and skills guide the selection process;
- ensure that the people involved in recruitment processes get appropriate training on gender equality and stereotypes that may negatively impact on selection processes;
- ensure, during job interviews, to the candidates are not asked any questions that could be a source of discrimination, such as questions about marriage, pregnancy, caregiving responsibilities, etc.

### 2. CAREER MANAGEMENT AND PAY EQUITY

EUROSTANDARD SPA is committed to offering equal opportunities for development without any gender discrimination, defining transparent standards that are consistent with skills development processes.

EUROSTANDARD SPA promotes equal and equitable participation in training and development programs, with the presence of both genders, including any leadership courses, and ensures that both genders are

equally represented among the speakers at round tables, events, conferences, or other events, including those of a scientific nature.

In terms of professional growth and merit-based remuneration, the company is committed to offering fair pay that reflects the skills, abilities and professional experience of each employee, ensuring the application of the principle of equal opportunities, with the aim of pursuing pay equity by monitoring any gaps. The ratio between basic pay and total remuneration for women/men is constantly monitored and measures are taken to reduce any discrepancies identified. In this regard, KPIs are monitored in accordance with UNI PDR 125:2022, point 5.6, area of pay equity.

The adequacy and equity of remuneration levels are subject to periodic reviews in order to bridge any gaps and ensure fairness at all organizational levels.

Remuneration and professional classification are based on the recognition of responsibilities, results achieved and the quality of professional contribution, always in compliance with equal opportunities and in such a way as to ensure non-discrimination.

### 3. PARENTING, CAREGIVING AND WORK-LIFE BALANCE

EUROSTANDARD SPA has always been mindful to listening to and supporting its employees during important events in life.

To ensure concrete support, Eurostandard adopts mechanisms to protect jobs and maintain the same level of pay after maternity and during parental leave.

EUROSTANDARD SPA considers parenthood as an opportunity to acquire new skills that benefit both the individual and the organization, and that protect the relationship between the individual and the company before, during, and after maternity/paternity leave.

EUROSTANDARD SPA is committed to implementing the following measures to protect and promote parenthood and care:

- a plan for managing the different stages of maternity;
- information meetings about any significant changes in the workplace during maternity leave and training programs for reintegration;
- any engagement plans for women on maternity leave;
- corporate welfare initiatives to support employees in their parenting and caregiving activities and any other specific services.

EUROSTANDARD SPA also undertakes to assess the needs of its resources in terms of work-life balance in order to:

- establish specific agreements to allow part-time work upon request;
- ensure that internal meetings are held at times that are compatible with balancing family and personal life;
- provide flexible tools to fulfill parental and caregiving responsibilities;
- do a periodic review of employees' flexibility needs.

### 4. PREVENTION OF ALL FORMS OF PHYSICAL, VERBAL AND DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

EUROSTANDARD SPA is committed to preventing all forms of physical, verbal, and digital abuse (harassment) in the workplace. It is committed to preventing and combating this phenomenon with a “zero tolerance” approach.

Prevention activities are based on the following principles and actions:

- identification of risks related to abuse and harassment and planning of preventive actions based on the risks identified;
- adozione di un sistema di segnalazione per sospetti e/o fatti inerenti ad abusi e molestie;
- adoption of a reporting system for suspected and/or actual cases of abuse and harassment;
- analysis of any reported episodes of abuse and harassment and, where the case is confirmed, the implementation of immediate and appropriate corrective actions, the nature of which will depend on the severity of the confirmed incident;
- promoting behavior and language that ensures an inclusive work environment that respects gender diversity;
- periodic surveys of employees, investigating whether they have personally experienced attitudes of this type that have caused discomfort or distress, either within or outside the workplace and analysis of the results during the annual review.

## 5. COMMUNICATION

EUROSTANDARD SPA is committed to making corporate communication a vehicle for inclusion and respect for differences.

It is aware and proud of the diversity that characterizes the people who work in the company, its customers and partners, and believes that the language used is fundamental to creating a respectful and welcoming work environment.

In all communications, both internal and external, EUROSTANDARD SPA is committed to:

- **neutral and inclusive language**  
avoid using generic masculine terms and use inclusive pronouns when referring to people, whether they are employees, customers or partners.
- **respect for language preferences**  
recognize and respect individual preferences regarding pronouns and how people wish to be called. Every individual deserves to be recognized for their uniqueness.
- **abandoning stereotypes and offensive language**  
remove any expressions or descriptions that could promote gender stereotypes or other forms of discrimination. EUROSTANDARD SPA's communication is based on respect and equality.
- **representation of diversity**  
ensure that the images and visual materials used reflect the diversity of people with different identities and backgrounds in a balanced and inclusive way.
- **training and awareness raising**  
providing training and awareness-raising for all people. EUROSTANDARD SPA believes that awareness is the first step towards more inclusive communication that respects differences. Through these concrete actions, it is committed to creating a work environment where every individual feels appreciated, respected and welcomed. Its communication reflects its values of diversity and inclusion. Together, we can help build a more inclusive and diversity-sensitive work environment, improving the quality of our communication and our social impact.

EUROSTANDARD adopts a rules of procedure for inclusive communication that refer to the principles established by the UNI Guidelines for Inclusive Communication – “Guidelines for the use of accessible and respectful language and style.”



## POLICY MONITORING AND IMPLEMENTATION

The Direction, in coordination with the Gender Equality Committee, will review this Policy at least once a year so that it can be reconfirmed or updated, also taking into account its reference context, regulatory developments on gender equality and the results of internal monitoring and audits.

## INTERNAL AND EXTERNAL COMMUNICATION – SPREAD OF THE GENDER EQUALITY POLICY

The Gender Equality Policy is communicated to all company people so that each person, according to their aptitudes, skills and roles, can actively and more consciously contribute to the achievement of the set objectives.

EUROSTANDARD SPA is committed to communicating its commitment to pursuing the objectives set out in PdR 125:2022 outside its own organization as well, informing stakeholders, suppliers and the entire network of which Eurostandard is part of.

The document is published on the company's website [www.eurostandard.it](http://www.eurostandard.it).

This Gender Equality Policy complements the Quality Policy, reinforcing the principles in the EUROSTANDARD SPA Code of Ethics.

**EUROSTANDARD S.p.A.**  
*President & CEO - Marisa Zeni*  
*(signed)*