

GENDER EQUALITY AND EQUAL OPPORTUNITY POLICY

The commitment to a workplace that promotes the values of diversity, equity and inclusion reflects the vision and mission for Marcegaglia Buildtech. These values are integrated into the corporate strategy, aware that the promotion of an inclusive and diverse culture allows for the improvement of the working environment, participation and collaboration, contributing to our success. Our approach is based on impartiality and does not allow any form of discrimination in relation to gender, age, race, national, territorial or social origin, caste, birth, disability, sexual orientation, family responsibilities, social status, union membership, political opinions, religious faith or any other condition that could give rise to discrimination. Furthermore, we promote the conditions that allow for the removal of cultural, organizational and material obstacles that limit the full expression of resources and their complete valorization.

Our commitment

This policy aims to preserve the value of its personnel; to promote the protection of psychophysical, moral and cultural integrity through working conditions that respect both individual dignity and behavioral rules; to stimulate a collaborative and supportive work environment; to encourage diversity to seize opportunities and generate value, also obtaining a competitive advantage on the business.

This document reaffirms the commitment to respect and proactively disseminate the principles set out in the legislation. in force, by the contractual provisions and by the standards of the relevant international organisations:

- 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs)
- Universal Declaration of Human Rights;
- United Nations Women's Empowerment Principles;
- Guidelines of the D&I Observatory of UN Global Compact Network Italy;
- United Nations Conventions on the rights of women, on the elimination of all forms of racial discrimination, on children's rights, on the rights of persons with disabilities;
- Declaration on Fundamental Principles and Rights at Work;
- Conventions of the International Labour Organization (ILO).

Selection and hiring

Recruitment, selection and hiring activities adopt neutral practices, based on fairness and merit according to the following principles:

- the selection of personnel does not consider any form of discrimination admissible on the basis of race, social class, national origin, religion, caste, birth, disability, gender, sex, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, type of contract;
- the candidate is selected through an impartial and transparent process and practices based on skills, technical preparation, professionalism, specialization, experience, soft skills, relational skills and ability to fit into the role for which the search is being carried out;
- the selection is carried out in a way that prevents acts of gender inequality, maintaining a balance based on the actual availability of profiles in the job market and using gender-inclusive language in order to encourage applications from the less represented gender;
- the salary corresponding to the job position foreseen during the hiring phase is not influenced by gender but refers only to the duties and responsibilities.

Personnel and Career Management

Marcegaglia Buildtech ensures that the achievement of strategic corporate results is due to the improvement of the performance of all personnel through the growth of knowledge, skills and abilities. Our Organization manages careers respecting the following criteria:

- the DE&I dimension is integrated into the orientation and reception processes of new people, in continuous training, in performance and career management, in transition or withdrawal programs;
- we regularly proceed with training initiatives in addition to those required by law, such as specialized/advanced professional training, participation in conferences/study days, language training, ensuring that each employee has opportunities for growth and professional progression;

- top management figures, those reporting to the top and those responsible for the budget must aim for a balanced distribution between genders as much as possible;
- objective and skills-based evaluation criteria are encouraged, avoiding prejudice or discrimination, promoting the creation of fair and accessible career and professional development paths for every employee;
- gender balance is pursued, ensuring equal access to roles of responsibility, also with the aim of bridging any gaps in gender representation among resources with greater seniority, with equal skills, qualifications and abilities;
- equal access to training is guaranteed for the entire workforce, adapting it to specific individual needs, as necessary;
- respect for the principles of gender equality is also ensured in the choice of speakers and trainers who reflect a diverse range of experiences, skills, values and approaches.

Remuneration equity

This policy emphasizes the importance of ensuring fair compensation and remuneration for each employee, regardless of personal characteristics. Marcegaglia Buildtech does not consider asymmetrically the costs to be borne to remunerate people of different genders and pursues the following principles:

- remuneration is recognized in relation to the role and responsibilities and any additions in the form of benefits and bonuses are to be understood as being exclusively based on the results produced and recognized;
- the methods of remuneration, provision of bonuses and assignment of benefits, for transparency, are documented and accessible within the Organization.

Parental protection

Marcegaglia Buildtech supports motherhood and fatherhood through initiatives aimed at meeting the needs of those who must balance their commitment between work and parenthood, supporting the following principles:

- maternity and paternity are promoted and supported both at the level of work organization and by training, information and reintegration programs;
- paternity leave is managed on an equal footing with maternity leave;
- information is encouraged regarding the ways of accessing forms of parental assistance, such as paternity leave
- initiatives are highlighted that enhance the experience of parenthood as a moment of acquisition of new skills for the benefit of the individual and the organisation and that protect the relationship between the individual and the company before, during and after maternity/paternity;
- possibility of using initiatives promoted by the Organization such as access to scholarships for secondary school and university students.

Work-life balance

Marcegaglia Buildtech promotes the conciliation between private and professional life, aware that to pursue this goal it is necessary to also take care of the psychophysical well-being of the worker. To achieve this goal, the following key principles are respected:

- work-life balance measures are applied regardless of gender;
- based on individual needs, flexible working arrangements are guaranteed that facilitate the reconciliation of life and work times, encouraging an increase in company productivity, without gender discrimination;
- the organization adopts part-time work, where work activity allows it, meeting family and personal needs;
- The organization monitors staff needs by ensuring that meetings/conferences are held at times compatible with work commitments, so that they are accessible to all without gender discrimination.

Prevention of abuse and harassment

Marcegaglia Buildtech, in accordance with its SGI policy, repudiates any form of abuse and harassment, taking steps to exercise careful prevention and repression of the phenomenon. Prevention activities are based on the following principles and actions:

- identification of risks relating to abuse and harassment and planning of actions to be undertaken to prevent such phenomena based on the risks identified;
- identification of a reference figure to contact in the event of incidents of abuse and harassment;
- implementation of a system for monitoring and managing cases relating to these issues, where the case is ascertained, in order to guarantee the protection of the reporting person from possible retaliation, as well as the identification of immediate and appropriate corrective actions, the nature of which will depend on the seriousness of the fact;
- the promotion of behaviors and language that can guarantee an inclusive and diversity-respectful work environment;
- the promotion of awareness-raising activities at all levels in order to promote the concept of “zero tolerance” in relation to these phenomena.

Corporate Communication

Communicating this policy is essential to ensure that stakeholders are aware of its objectives, principles, benefits and related expectations.

To achieve this goal, various internal and external communication channels are used to disseminate information, make it easily accessible and provide interactive training. Active engagement is a key ingredient to foster an inclusive culture and encourage the DE&I agenda to be carried forward in their daily lives.

The involvement of stakeholders, including external ones, ensures:

- promote an inclusive culture within the company boundaries, orienting its strategic objectives towards improving the value of people;
- positively influence the organization's supply chain by promoting collaboration with suppliers who share the same principles of respect for human rights, fairness and equal opportunities and values of diversity, equity and inclusion;
- engage consumers and partners, promoting marketing and communications practices that reflect and respect diversity, equity and inclusion.

The Top Management undertakes to give maximum dissemination of this document through publication on the company website and to involve its staff through training and awareness-raising activities.

To strengthen its commitment to gender equality, the Senior Management, in coordination with the Steering Committee, will review this policy at least annually, considering its own reference context, regulatory developments and the performance of the indicators.

Pozzolo Formigaro (AL), Graffignana (LO), 03/19/2025

 The CEO Legale Rappresentante e Direttore Operations Daniele Guerrini Daniele Guerrini	 buildtech S.r.l. con socio unico Presidente del CDA e Amministratore delegato The President Fabrizio Prete Fabrizio Prete
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