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1. Purpose and summary of contents

This Gender Equality Policy (hereinafter also referred to as the "Policy") of Laborplast defines the principles, objectives and guidelines that describe the Company's commitment to issues related to gender equality, diversity and women empowerment.

This Policy is addressed to all Laborplast employees and shared with all its stakeholders, suppliers and customers with the aim of having a greater impact in its value network and being a point of reference for other companies.

2. Principles, Commitments and Steering Committee

The quality of Laborplast's products, which are the result of the company's solidity and innovative process models, derives mainly from the professionalism of its resources who carry out their work in an environment that encourages them to express their full potential.

Laborplast, through the implementation of a Gender Equality Management System, compliant with UNI/PdR 125:2022, and a culture based on the respect and enhancement of diversity of gender, age, origin, social, religious, political ideas, psychophysical abilities, identity and sexual orientation, is committed to:

- disseminate the culture of inclusion and non-discrimination through information and training;
- communicate transparently, internally and externally, its willingness to achieve gender equality, value diversity and support the empowerment of women;
- defining KPIs to monitor and measure the status of gender equality;
- ensure the use of behaviour and language that can guarantee an inclusive working environment that respects gender diversity;
- identify initiatives that enhance the experience of parenthood by protecting the relationship between staff and Laborplast before, during and after maternity/paternity leave;
- nominate a Steering Committee for the effective adoption and implementation of this Gender Equality Policy;
- allocate the necessary budget in order to achieve and maintain gender equality goals;
- create and maintain a work environment that is inclusive, cooperative, supportive, transparent and open to listen to all employees.

Especially:

- **Selection and recruitment process:** Laborplast is committed to encouraging and hiring people with different experiences and skills, pursuing gender parity in selection and hiring through the identification of a shortlist of candidates that tends to be equal male-female. The Company is also committed to emphasising the importance of meritocracy: experience, skills and expertise guide the selection of the best candidates. Laborplast also ensures that people involved in recruitment processes receive adequate training on gender equality and on the cognitive bias that can negatively impact selection processes.
- **Employee Evaluation System:** Laborplast applies the employee evaluation system by encouraging dialogue with its staff, reinforcing each person's commitment to the company's objectives and challenges. During the process, without any gender discrimination, a constructive confrontation aimed at empowerment is both promoted and encouraged through the use of feedback intended as an opportunity for constant improvement.

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- **Training, professional development and communication:** Laborplast is committed to provide equal development opportunities without any gender discrimination. Training sessions are held for all employees to raise awareness of the value of differences, gender equality, inclusion and the impact these issues have on the business.
- **Management aspects of work organisation:** Laborplast is committed to improve the work-life balance of its staff by supporting them during and after periods of long absence from work and avoiding any discrimination during and after their leave, allowing them to remain in contact with the Company during the same and encouraging their reintegration at the end. Furthermore, Laborplast is committed to prevent sexual harassment in the workplace through a dedicated gender harassment awareness programme that creates awareness in people and guides them in their daily behaviour.

A 4-member Steering Committee is nominated in the company with the task of monitoring KPIs and proposing company initiatives. All members of the Steering Committee must attend refresher courses on gender equality at least every three years. The committee meets at least every four months.

3. Goals

Laborplast, in accordance with the contents of PdR 125/2022, has defined the following areas as the object of evaluation and monitors the relevant KPIs (qualitative and quantitative) indicated in the regulations:

- culture and strategy;
- governance;
- HR processes;
- opportunities for the growth and inclusion of women in business;
- gender remuneration equity;
- parenthood protection and work-life balance.

4. Training, disclosure and communication

Laborplast establishes and implements specific training plans for its employees in order to make the organisation aware of the issue of valuing differences, gender equality, inclusion and the impact these issues have on the business. Specifically, all resource managers are made aware of issues related to unconscious bias and the ability to communicate in an inclusive manner.

5. Content and management of reports

Laborplast encourages people to report, even anonymously, their opinions, suggestions for organisational change in order to encourage dialogue and confrontation, as well as situations of:

- physical, verbal and digital abuse (harassment) of employees;
- sexual harassment of employees;
- discrimination during selection and recruitment;
- equal opportunities discrimination in professional development and promotions;
- non-compliance with workers' parental and care rights;
- non-compliance with workers' rights in terms of work-life balance;
- wage inequality.

The channels (named or anonymous) used for gender equality reports are as follows:

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- letterboxes located in plant 1 and plant 2 refectories
- email address pdglaborplast@gmail.com

Once the Steering Committee has received the report, it must verify its validity through any activity it considers appropriate, while respecting the principles of impartiality and confidentiality. In order to assess the accuracy and circumstantiality of the report, the Steering Committee may use a dedicated working group, whose members must possess multidisciplinary skills. The members of the working group are subject to the same confidentiality conditions and responsibilities as the Steering Committee. The Steering Committee must carry out, within 10 working days, an analysis of the documentation received from the reporter and an assessment of the existence of the prerequisites, necessary to initiate further investigations. More specifically, the initial assessment takes into account the presence of a reasonable assumption of validity and reliability, at least with respect to the possibility of being able to carry out a concrete investigation of the reported facts, with the exclusion of cases in which the complete vagueness of the reports does not even allow an investigation with concrete prospects to be initiated. In this case, the prerequisites for archiving the report are determined.

In the event of a precise and circumstantiated report, the Steering Committee must assess the action to be taken, in line with the regulatory and corporate instruments in force, in order to establish its justification. If the reporter is one of the members of the Steering Committee, the activities described above must be carried out without the involvement of the person(s) concerned. If the reported persons are all members of the Steering Committee, the activities described above must be carried out, without their involvement, by the Supervisory Board pursuant to Legislative Decree No. 231/2001.

Rev	General Management	
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