



SRG ASSOCIATI SPA

Gender Equality Policy

SRG, recognising the fundamental value of its personnel as an engine of innovation and value creation for the Company, partners, customers and stakeholders, is focusing on diversity and gender equality as the core of its policies and strategies.

SRG is committed in assessing the skills of its workers objectively and free from prejudice and stereotypes related to diversity, with particular regard to gender equality. For this reason, it is engaged with a systematic process of change aimed at promoting a more inclusive organisational culture and a corporate environment to make the most of all its people. To this end, a Steering Committee has been set up to ensure the effective and continuous adoption and application of this policy.

SRG is adopting this Gender Equality Policy with the aim of enhancing diversity and promoting equal opportunities in the workplace. To this end, it has set specific objectives and a strategic plan for its realisation, based on a management model ensuring compliance with standards defined over time. A results monitoring system has also been implemented in order to check progress and verify the efficacy of the planned actions.

SRG's inclusive culture is represented by the implementation of an approach to Human Resources management ensuring equal opportunities of professional development for all employees of the company.

SRG's commitments mainly cover the following topics:

People Management Policies

SRG is committed in providing equal opportunities for development and employment without any gender discrimination by adopting policies ensuring absolute equality in all selection, recruitment and professional development processes. SRG is also aiming to maintain its results over time and to continuously implement its selection process.

Remunerative equity

SRG, being respectful of individual values, skills, responsibilities and proficiencies, with the aim of a complete gender equality, has adopted remuneration policies which are as respectful as possible of the principle of equity

Training and skills development

Training is a value for SRG and a right of all employees. SRG's training offer is therefore rich and aimed at all company personnel. Particular attention is paid to topics proper of the activities carried out within the companies, on which meticulous and continuous training is carried out directly by the managers of the individual business areas and provided to all employees. There are also global training sessions aimed at raising awareness among employees on the subject of valuing differences, gender equality, inclusion and the impact these issues have on the business. SRG also aims to constantly expand its training offers, also with regard to gender equality and inclusion.

Work-life balance and company welfare

The topic of work-life balance is becoming increasingly important and is one of SRG's commitments to its employees. In fact, the company is committed to supporting its employees with specific reconciliation and flexible working policies that are accessible to the entire staff. SRG also pays attention to the role that parenthood plays in the lives of each of its employees by supporting workers-parents with policies that facilitate the reconciliation of private and professional life. SRG is also committed to protecting the return to the workplace for all female employees following maternity leave.

SRG also provides its employees with a corporate welfare package to support them in their daily life beyond workplace through a specific platform where they can access to services, insurance, purchasing agreements, etc.

Involvement and prevention

SRG firmly believes in the importance for all its employees and stakeholders to prevent and manage situations that are inconsistent with an inclusive and respectful climate. For this reason, the group has created a special e-mail address (Paritàdigener@srassociati.com) to which anyone, both employees and stakeholders, can send non-compliance notices or suggestions for improvements of the existing policies.

Corporate culture and Governance

SRG's priority objective is to promote an internal culture in a way to facilitate the setting up of an inclusive environment, free of discrimination and capable of valorising diversity. It is also fixed the objective of keeping all the necessary requirements for maintaining gender equality certification over time.

Diffusion

This Gender Equality Policy is published on the company website and can be consulted at:
<http://www.srgassociati.com>