



Sistema di gestione per la parità di genere

Doc. MOD-01-A Rev. 01 del 19/03/2025

GENDER EQUALITY POLICY

1. INTRODUCTION

With the goal of fulfilling its mission in the best possible way and in alignment with its strategic vision, AI Engineering S.r.l. has decided to adopt a Gender Equality Management System (SGPG) in compliance with UNI/PdR 125:2022 guidelines. This system serves as an effective tool to ensure gender equality concerning the presence and professional growth of women, fostering an inclusive culture and activating processes that can enhance female empowerment.

Obtaining certification for this management system will represent only the first step in AI Engineering's journey toward implementing gender equality policies. This initiative aims to promote continuous improvement and advance gender equality. The certification seeks to guide and encourage the organization to adopt policies that reduce the gender gap, benefiting employee well-being and enhancing ethical and reputational aspects.

2. FUNDAMENTAL PRINCIPLES

The fundamental principles of AI Engineering's Gender Equality Policy are:

- IMPARTIALITY AND INCLUSIVITY;
- FAIRNESS AND TRANSPARENCY;
- EMPLOYEE ENHANCEMENT;
- PROTECTION OF INDIVIDUALS;
- PREVENTION OF ALL FORMS OF VIOLENCE AND DISCRIMINATION.

AI Engineering's commitment to ensuring that its SGPG meets the requirements specified in UNI/PdR 125:2022 aligns with the European Union's Gender Equality Strategy 2020-2025. It pursues the following objectives:

- increasing female participation in the labor market;
- reducing the gender pay and pension gap to combat female poverty;
- promoting gender equality in decision-making processes;
- fighting stereotypes and gender-based violence while protecting and supporting victims.

3. MANAGEMENT COMMITMENT

To achieve these principles and objectives, AI Engineering's management considers it essential to consistently adopt the SGPG to develop an organizational model that promotes gender equality, fairness, and inclusivity.

Therefore, AI Engineering is committed to:

- adopting tools to prevent all forms of gender discrimination and to counter any actions that harm the dignity of employees, regardless of their role or level of responsibility;
- valuing diversity in every business process: from the recruitment and selection of human resources to access to training, from defining compensation policies to performance evaluation and the allocation of reward systems, from supplier selection to the delivery of services/products;
- supporting the family welfare of its employees through work arrangements (home working, part-time, flexible working hours) that promote the balance between professional activities and private life;
- promoting actions of information, awareness, and employee engagement on gender equality and female empowerment issues, avoiding stereotypes and enhancing the visibility of the female contribution;

- promoting communication, also through marketing and advertising activities, that transparently declare the intention to achieve gender equality, value diversity, and support female empowerment.

4. SPECIFIC GENDER EQUALITY POLICIES

These specific gender equality policies provide the necessary input to formulate the Strategic Plan for Gender Equality and define dedicated procedures tailored to Ai Engineering's operational context. The gender equality policies relate to the following areas:

1. Recruitment and hiring;
2. Career management;
3. Pay equity;
4. Parenthood and caregiving;
5. Work-life balance;
6. Prevention of physical, verbal, and digital abuse (harassment) in the workplace.

In particular, Ai Engineering is committed to adhering to the following principles:

Recruitment and Hiring

Ai Engineering ensures that recruitment and hiring processes adhere to the following principles:

- the selection of the candidate must be carried out in a gender-neutral manner;
- the selection criteria must consider personal qualities such as professionalism, competence, specialization, and experience;
- the selection process must not include questions related to marriage, pregnancy, or family responsibilities;
- the selection must consider that the presence of both women and men in the workforce is an aspect to be evaluated and promoted;
- roles related to managers and supervisors must be distributed in a balanced way;
- the job position, as defined during the hiring phase, must offer compensation based on the tasks and responsibilities, not influenced by gender.

Career Management

Ai Engineering acknowledges that its economic success depends on its human resources. It ensures that career development is based solely on merit and performance, regardless of gender.

Ai Engineering, with a view to continuous improvement, manages the careers of internal staff while respecting the following principles:

- promotion to roles and responsibilities must consider gender balance;
- career path design shall be conceived regardless of gender;
- career paths are accessible to all individuals who can transparently verify the maintenance of gender equality balance;
- the work environment, where most of the day is spent, must ensure that all individuals have the (technological and physical) ability to express themselves, and well-being should be seen as safety and the quality of the workplace climate and environment;
- training for skill development and awareness is a fundamental process aimed at removing any career obstacles and restoring gender balance in leadership;
- promotions also take into account gender balance with respect to functional levels;
- in the case of participation in and/or organization of external events, such as round tables, conferences, and events, Ai Engineering ensures equitable gender representation among speakers, in accordance with the skills required for each individual presentation.

AI Engineering is committed to offering equal development opportunities without any gender discrimination.

Pay Equity

AI Engineering, during the hiring process and throughout the career of its employees, ensures pay equity regardless of gender. AI Engineering does not asymmetrically consider the costs involved in compensating people of different genders. In determining, paying, and modifying salaries, the following principles are respected:

- employee compensation is recognized in relation to the role and responsibilities, and any additions in the form of benefits or bonuses are exclusively based on the results produced and recognized;
- the criteria for compensation, bonuses, and benefits are documented and accessible to all staff;
- all staff members have the right to report any disparities.

Parenthood and Caregiving

AI Engineering aims to combat any potential obstacles to parenthood, supporting maternity and paternity through activities designed to meet the needs of those who, due to their parental status, must balance their commitment between work and new responsibilities.

AI Engineering supports this intention based on the following principles:

- maternity and paternity are supported through information and guidance to facilitate the reintegration process;
- paternity leave is encouraged to ensure that all potential beneficiaries use it for the full period provided by law;
- support for balancing personal and work life is promoted through specific actions, such as flexible working hours.

Work-Life Balance

AI Engineering guarantees its staff the opportunity to manage the time dedicated to both life and work, through a balance that considers both business objectives and the psychological and physical well-being of employees, which results from greater freedom of self-determination.

The principles underlying work-life balance are as follows:

- work-life balance measures apply to all employees, regardless of gender;
- where feasible, AI Engineering supports part-time work and flexible scheduling.

Prevention of Workplace Abuse and Harassment

AI Engineering strongly condemns any form of abuse or harassment, including gender-based and sexual harassment, within the workplace. To prevent workplace harassment, AI Engineering:

- identifies the risk of all forms of verbal, physical, and digital abuse (harassment) and prepares a plan for the prevention and management of such risks;
- adopts a zero-tolerance policy towards all forms of abuse and violence, providing specific training at all levels on this policy;
- conducts regular surveys among staff to identify experiences of discrimination, harassment, or inappropriate behavior in the workplace;
- implements appropriate channels for collecting and analyzing reports related to abuse and harassment, and, where these are confirmed, promptly takes corrective actions, providing assistance and support to victims of sexual harassment, with a guarantee of maximum



confidentiality.

AI Engineering's management annually reviews this policy to ensure its validity, alignment with organizational practices, and effectiveness.

At least once a year, or whenever updated, the Gender Equality Policy is communicated within the organization and to stakeholders via the company website, office postings, and, where appropriate, through internal communications channels.

This policy is available for consultation on our website.