

GENDER EQUALITY POLICY

DANI S.p.A embraces the constitutional principles of equality and non-discrimination and aligns with the principles of gender equity expressed in the National Strategy for Gender Equality 2021–2025. The company considers its commitment to these issues a meaningful contribution to the achievement of the Sustainable Development Goals (SDGs) of the 2030 Agenda, particularly Goal 5 (Gender Equality) and Goal 10 (Reduced Inequalities).

In accordance with the values expressed in its Code of Ethics, the organization is committed to promoting gender equality, enhancing diversity and supporting female empowerment, and in particular to:

- promoting an organizational culture that values equity and inclusiveness through information and awareness-raising activities dedicated to internal resources, with the aim of fostering behaviors and language that ensure a respectful and gender-inclusive working environment;
- applying consistent processes in the management and development of human resources across all stages of the employment lifecycle, including recruitment, onboarding, role assignment, performance evaluation, remuneration, access to training and career advancement opportunities, and termination of the employment relationship;
- managing internal mobility and succession to managerial roles in alignment with the principles of an inclusive organization that respects gender equality;
- promoting working arrangements that support work–life balance, particularly with regard to the protection of maternity/paternity. The company is also committed to maintaining benefits and initiatives that value the parenting experience and safeguard the relationship between the individual and the company before, during and after maternity/paternity;
- preventing any form of harassment in the workplace by adopting a zero-tolerance approach to any form of violence against employees, including sexual harassment in all its forms;
- promoting communication and stakeholder engagement activities on the topics of inclusion, gender equality and integration;
- promoting communication and marketing activities consistent with its commitment, avoiding gender stereotypes, adopting inclusive and diversity-aware language, and paying particular attention to gender balance among speakers in round tables, events and conferences organized by the company. For this purpose, specific guidelines for the management of events and publications have been developed.

DANI has established a Gender Equality Steering Committee and appointed an operational body responsible for implementing this Policy.

Yours faithfully,

Valerio Mazzasette

Managing Director
