

This Gender Equality Policy defines the principles, objectives and guidelines that define the organization's commitment to issues related to gender equality, diversity enhancement and women's empowerment.

REILAB SRL intends to pursue the fulfillment of the expectations and needs of its stakeholders through a Gender Equality Management strategy that meets the requirements of UNI Pdr 125:2022.

The coordination and planning of the Gender Equality Management System is carried out by the Steering Committee through the systematic implementation of organizational and technical activities that apply to all areas of the Company, which are directly responsible for implementation.

The activities planned, scheduled and made operational must be aimed at the Continuous Improvement of the Gender Equality Management System, fostering women's empowerment.

REI LAB SRL believes in a culture based on respect for and appreciation of the diversity of gender, age, origin, social, religious, political ideas, psychophysical abilities, identity and sexual orientation, and therefore commits:

- to apply human resource management and development practices that promote an inclusive culture of access to company jobs and career development, ensuring equal opportunities for all staff and promoting the empowerment of the female gender;
- To communicate transparently, internally and externally, its willingness to pursue gender equality, valuing diversity;
- to create a work environment, inclusive, collaborative, supportive, transparent and open to listening to all staff.

Objectives of our organization, detailed in the "Strategic Plan" also through Performance Indicators (KPIs), based on the Thematic Areas indicated by UNI/Pdr 125:2022, are:

1. General and specific training on the principles and topics of UNI Pdr 125:2022;
2. Selection and recruitment according to processes that prevent gender equality inequality;
3. Management of career and growth opportunities in accordance with business needs but aimed at ensuring equal opportunity;
4. Pay equity;
5. Protection of Parenting and Care;
6. Reconciliation of work-life time (work-life balance);
7. Activities to Prevent all forms of physical, verbal, digital(harassment) abuse in the workplace.

The achievement of these objectives must be a priority for the entire company and it is the direct responsibility of the **Steering Committee** to verify their achievement, as well as the periodic verification of the adequacy of the System adopted.

Therefore, the Management of REILAB SRL gives the company Managers the authority to implement the Gender Equality System, to the extent of each one's competence, and the responsibility to report to the Management on the progress of the System in the area of its relevance and on the improvement actions undertaken or proposed to be undertaken.

Finally, Management undertakes to disseminate this "Gender Equality Policy" both to all REILAB personnel and to stakeholders outside the Company, through appropriate communication tools.

This Policy is integrated with the company's other Quality and Environment policies.

Personnel are required to comply, for the activities under their responsibility, with the provisions of the Gender Equality Management System, and related Policies, and to apply the principles contained in this Policy on a daily basis.

LUOGO E DATA

Soliera, li 18/09/2023

FIRMA DIREZIONE E COMITATO GUIDA



