

Ghella | Global

# Gender Equality Policy

The Gender Equality Policy reaffirms Ghella's commitment to promoting the principles of equality and non-discrimination between the men and women we employ, with the aim of creating an inclusive workplace that values individual differences and fosters a culture grounded in respect and equal treatment.

We have always upheld dignity, equality, and inclusion, rejecting any form of discrimination as set out in our Code of Ethics, the *Human Rights Guidelines*, and the *Policies on Equality, Diversity and Inclusion (EDI)*, *Social Responsibility – SA8000*, *Human Resources Management*, and *Appropriate Workplace Behaviour*.

This Gender Equality Policy forms part of that wider framework of principles and values. It strengthens our commitment to equal opportunities in the workplace and sets out strategic priorities and objectives aimed at reducing gender disparities through the adoption of a Management System aligned with UNI/PdR 125:2022. The Policy is designed to support continuous improvement of the following processes:

- Training and awareness

We promote continuous training programmes on diversity and inclusion for all employees, with the aim of encouraging inclusive language and behaviour and strengthening understanding and respect for cultural and personal differences;

- Recruitment and selection

We apply recruitment and selection processes that support diversity, ensuring that all applications are assessed solely on skills and professional qualifications. We firmly believe that an inclusive and diverse workplace is essential to attracting the best talent.

- Remuneration

We adopt responsible, fair, and transparent pay structures that recognise commitment and professional performance, with particular attention to the issue of the gender pay gap.

- Work-life balance

We promote flexible working policies that support a healthy balance between professional and personal life, with a specific focus on the needs associated with parenthood. For this reason, we encourage initiatives that enhance the wellbeing of all employees.

- Monitoring and reporting

We continuously monitor progress on gender equality, inclusion and women's empowerment by collecting data and feedback to assess the effectiveness of our initiatives and to identify opportunities for improvement.

Results and future objectives are communicated periodically in an ethical and transparent manner, as this process represents a key component of our growth and our commitment to excellence.

Ghella is committed to ensuring that the principles set out in this Policy are understood and upheld by all Ghella personnel, business partners and third parties, including our suppliers and subcontractors, by promoting their active involvement so as to foster constructive and collaborative engagement.

As stated in our Human Resources Management Policy and our Appropriate Workplace Behaviour Policy, Ghella applies a zero-tolerance approach to all forms of verbal or psychological violence, harassment, or any behaviour (direct or indirect) that could humiliate, denigrate or offend.

We encourage the responsible use of the communication channels available for reporting alleged or confirmed breaches of this Policy.

We guarantee that no whistleblower or other interested party who provides comments, recommendations, reports or complaints will be subjected to discrimination or retaliation, without prejudice to legal obligations.

We work towards measurable Gender Equality objectives whose coherence, transparency and progress are ensured by our corporate governance. These objectives are included in the Company Sustainability Plan. Reports may be submitted through the channels set out in the Whistleblowing Policy and the Social Responsibility SA8000 Policy and will be managed in accordance with them.

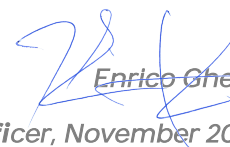
Reports specifically relating to Gender Equality matters may also be submitted to the Steering Committee by:

- email: [ComitatoPDR125@ghella.com](mailto:ComitatoPDR125@ghella.com);
- post: *Comitato Guida per la Parità di Genere* [Steering Committee for Gender Equality] - Ghella S.p.A. Via Pietro Borsieri 2A Rome | 00195;
- the dedicated reporting boxes available at all Offices.

This Policy applies to all Ghella operations worldwide; we therefore expect all our partners, suppliers, and subcontractors to fully comply with and support the principles set out herein.

The Policy is communicated to every new Ghella employee as part of the onboarding process and is available on the company intranet and our institutional website.

The Gender Equality Policy is reviewed annually during the Management System Review to ensure that it remains continuously aligned with Ghella's mission and vision.

  
**Enrico Ghella**

*President and Chief Executive Officer, November 2025*