

Recognizing the importance of doing its part to accomplish objectives 5 and 10 of the UN 2030 agenda, LATI Industria Termoplastici S.p.A. defines its Gender Equality Policy (hereinafter “Policy”) as an expression and recognition of the company's values and culture traditionally oriented to equity and inclusion.

Defined by the Top Management in coordination with the Steering Committee, the Policy defines the principles, aims and guidelines for the Company's commitment in regard to the issues of gender equality, female empowerment and diversity.

This Policy is intended for all people who work with LATI, it aims to promote personal wellness and regional development and is being shared through publication on the company's website.

PRINCIPLES AND COMMITMENTS

LATI applies the Management System for gender equality pursuant to UNI/PdR 125:2022. Based on a culture founded on respecting and promoting diversity of gender, age, origin, social, religious and political ideals, psycho-physical ability, identity and sexual orientation, LATI undertakes to:

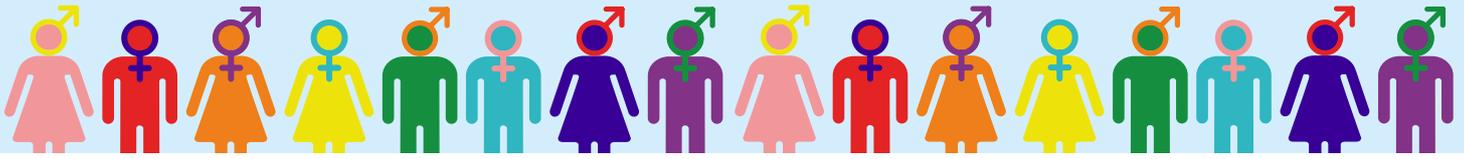
- apply processes that promote an inclusive culture from the initial contact and throughout the person's time at the company. On a merit basis, ensure equal opportunities of access to positions and professional growth without any discrimination against gender or sexual orientation
- spread a culture of inclusion and non-discrimination and the use of inclusive behaviours and language respectful of gender diversity through information and training.
- create and maintain an inclusive, collaborative, transparent work environment open to listening, ensuring personal safeguarding, protection, dignity and integrity. LATI promotes corporate welfare initiatives with the aim of improving life-work balance

OBJECTIVES

LATI defines the following areas of action, set out in detail in the Strategic Plan for Gender Equality.

1. Company culture and strategy

- The company favours and promotes the development of an inclusive work environment respectful of gender equality in line with the company's values and as set out in the Skills Model
- Communicate transparently, internally and externally (including in marketing and digital communication initiatives) using an inclusive language respectful of gender differences
- Oppose every form of physical, verbal and digital violence, stereotype, discrimination or bias (even unconscious) relating to gender
- Promote communication channels - including anonymous surveys - to gather opinions and suggestions to promote an open environment and dialogue.



2. Governance

- Include under represented communities in the governing and controlling bodies
- Ensure the presence of organizational oversight on issues linked to inclusion and gender equality in its Governance model, for which a budget will be assigned in order to achieve and maintain the objectives set out in the Strategic Plan for gender equality

3. HR procedures

- Ensuring that HR processes for all stages of a person's time within the organization are based on the principles of equal opportunity, merit, inclusion and respect for diversity
- Evaluate potential candidates equally without gender discrimination

4. Growth and inclusion opportunities for women in the company

- Improve the ability to create unbiased access across genders to roles and paths of professional growth

5. Gender pay equity

- Implement processes and adopt tools to balance pay for every role that is defined equally based on skills, responsibility and duties, without gender discrimination, and on merit-based criteria.

6. Protection of parenthood and work-life balance

- Promote initiatives that value the experience of parenthood protecting people before, during and after maternity/paternity leave
- Support growth and human and professional accomplishment for everyone through company welfare initiatives which also improve work-life balance

REPORTING, CONFIDENTIALITY, NON-RETALIATION AND CONSEQUENCES IN THE EVENT OF BREACHES

The company encourages reporting in good faith, including anonymously, of any conduct that violates the principles set out in this Policy including through the whistleblowing procedure accessible via the company's website.

Approved by the Board of Directors of LATI Industria Termoplastici S.p.A. on 25 September 2023