



THE MANIFESTO FOR GENDER EQUALITY IN THE ITALIAN SUPPLY CHAIN

OUR CONTEXT

We live in a world undergoing profound and rapid transformation—driven by digital revolution, climate change, and geopolitical instability—that impacts individuals across various dimensions: psychological, physical, social, economic, and cultural.

Despite these challenges, Italy continues to face economic growth difficulties, accompanied by persistently high levels of youth unemployment (around 20%) and underemployment among women (only 52% of women work compared to the European average of 67% according to ISTAT, and only 28.7% hold managerial positions compared to the European average of 34%*). Paradoxically, hundreds of thousands of positions remain unfilled in companies that cannot find the necessary skills in the Italian market, resulting in a wastage of valuable resources.

Considering this, **promoting gender equality, employment, and professional growth for women** is not merely a social imperative; **it represents multiple opportunities**. The Bank of Italy estimates that demographic decline will impact GDP by 7.6% in 2050. If the female employment rate reached parity with male employment by 2040, the GDP loss would be only 1.7%. **Encouraging greater female employment sets in motion a virtuous cycle: more female employment leads to increased productivity, competitiveness, and ultimately higher birth rates. Italy's birth rate is currently very low, at 1.25 compared to the European average of 1.53*.**

In this context, caregiving activities (within the family and social dimensions) **become even more essential to ensure human rights, freedom, dignity, and the full realization and growth of individuals. Solidarity among people, social peace, and the stability of democracies depend on it.** Consequently, those who engage in caregiving roles must feel fully valued within our socioeconomic context. Historically, and still today, women predominantly shoulder caregiving responsibilities for children, vulnerable individuals, people with disabilities, and the elderly. **Recognizing and socially valuing these caregivers, along with achieving a fairer and more equitable distribution of caregiving responsibilities between men and women, is crucial.** Additionally, providing economic support and services to families is essential to promote equal opportunities and responsibilities in society and the economy, ensuring the sustainability of our socio-economic system in terms of maintaining and improving living conditions, longevity, and support for childbirth.

To achieve these goals, the contributions of all stakeholders—Institutions, Social Partners, and the Business System—are necessary. Specifically, ethically committed companies that strive for environmental and social sustainability can contribute to greater equity, social justice, and organizational well-being. Simultaneously, they enhance business performance and competitiveness within a framework of shared values.

**(Observatory on Women's Empowerment The European House – Ambrosetti second edition 2023)*



OUR ACTION

Given this context, companies of all sizes can contribute to achieving Gender Equality in workplaces. In May 2022, **the Certification for Gender Equality UNI/Pdr 125:2022** came into effect. This certification serves as a tool to implement governance that ensures continuous and consistent improvement toward achieving Gender Equality.

Every company can drive change within its supply chain by requiring Gender Equality Certification during procurement processes. Here's how:

During the procurement process organized by the company, the adoption of gender equality policies by the supplier is evaluated. This adoption is substantiated by possessing the Gender Equality Certification (UNI/Pdr 125:2022), as stipulated in Article 46 bis of the Code of Equal Opportunities between men and women, as per Legislative Decree No. 198 of April 11, 2006.

Obtaining this certification will result in an estimated premium of 5% to 10% of the overall evaluation in the bidding process. This premium has been exemplified in the Second-Level Union Agreement signed by Danone on January 22, 2024, but each company will structure the premium differently.

We urge companies to consider this commitment and sign the Manifesto.

Sonia Malaspina
President of the Scientific Committee
Winning Women Institute

A handwritten signature in black ink, appearing to read 'Sonia Malaspina', written in a cursive style.

Paola Corna Pellegrini
President
Winning Women Institute

A handwritten signature in black ink, appearing to read 'Paola Corna Pellegrini', written in a cursive style.

**GUIDELINES FOR ADHERING TO
“THE MANIFESTO FOR GENDER EQUALITY IN THE ITALIAN SUPPLY CHAIN”
(hereinafter referred to as the “Manifesto”)**

We are delighted to have you with us on this important journey that we have embarked on together.

Each of you represents a fundamental piece of a great movement that we are building day by day to support **gender equality in the workplace**, with the awareness that this is truly an **important lever for the competitiveness of our country**.

We would like to thank you and take this opportunity to provide you with some guidelines for signing the Manifesto:

- 1) You can digitally sign as:
 - **CEO, GM, HR Director, and Purchasing Director. By signing, you commit your Company* to include incentives, in all tenders, for companies who have obtained the gender certification.**
 - **An individual committed to spreading awareness of the Manifesto.**
 - **Associations committed to spreading awareness of the Manifesto.**
 - **Institutions committed to spreading awareness of the Manifesto.**
 - **Universities committed to spreading awareness of the Manifesto.**
 - **Trade unions committed to spreading awareness of the Manifesto.**

Companies and Organizations can appear as “Signatories” of the Manifesto only if they have the Gender Equality Certification (UNI/Pdr 125:2022).

*** Start-up Companies commit to obtaining the Certification within 12 months of signing the Manifesto.**

- 2) Send the signed document, your company logo, and the consent form for the use of your logo in PDF format to: manifesto@winningwomeninstitute.org, if the signature commits your Company or Organization (Association, Institution, University or Union).

Your company logo will then be included in the digital document that lists all companies adhering to the Manifesto. **Winning Women Institute** will periodically highlight the signatories in the media. In the case of an individual, the signature in a readable cursive format will be used exclusively for inclusion in the final Manifesto. Please note that the Manifesto is a public document that everyone can view.

“THE MANIFESTO FOR GENDER EQUALITY IN THE ITALIAN SUPPLY CHAIN”

CONSENT FORM FOR COMPANIES AND ORGANIZATIONS

The journey we have embarked on together to create a great movement in support of gender equality in the workplace, with the awareness that this is an important lever for the competitiveness of our country (hereinafter, the “Initiative”), sees an important milestone in the signing of the “Manifesto for Gender Equality in the Italian Supply Chain” (hereinafter, the “Manifesto”).

Consent form for Logo/Signature Use

The undersigned Laura Riva
in the role of HR Director
of the Company LATI Industria Termoplastici SpA

DECLARES

That the Company has obtained the Gender Equality Certification (UNI/Pdr 125:2022)

AND

AUTHORIZES

Winning Women Institute (hereinafter, “WWI”) to use, free of charge, the Company logo and/or personal signature for inclusion in the digital document that records the Company’s adherence to the Manifesto, as well as for all communication and promotion activities of the Manifesto and the Initiative with Institutions and through all media, including social networks, also authorizing its use on any online and offline communication material prepared solely for informational and promotional purposes of the Manifesto and the Initiative.

WWI commits to respect the prohibition of (i) granting use, (ii) transferring, or (iii) sublicensing the aforementioned logo/signature, in whole or in part, to third parties, as well as the prohibition of (iv) using it in contexts and for purposes other than those authorized by this document.

The Company reserves the right to revoke this authorization at any time should it no longer wish to adhere to the Initiative or believe that it may cause prejudice or damage to the image and/or reputation of the Company itself.

[Date]

2025 March, 24th

[Signature]

LATI®
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FOUNDERS

Enrico Gambardella
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Massimiliano Albanese
Maurizio Del Conte
Paola Corna Pellegrini
Pietro Paolo Origgi
Sonia Malaspina
Stefania Balliana
Tonia Cartolano
William Griffini

SUBSCRIPTIONS – 19 FEBRURARY 2025

SIGNATORY COMPANIES AND ORGANIZATIONS IN ITALY

Danone, Fabrizio Gavelli – President & CEO Italy & Greece



Andriani, Mariangela Candido – HR Director



Damiano S.p.A., Riccardo Damiano – CEO



Edenred, Michele Riccardi – HR Director



FiberCop, Katiuscha Gabriele – Head of HR, Development, Education & People Caring



Freshfields, Luca Capone – Partner



Impianti S.p.A., Simona Castelli – COO e Presidente CDA



IOCAP, Edoardo Francesco Monopoli – Partner



Ipsen S.p.A., Alessandra Benevolo – HR Director Italy and South Europe



Isola Catania Impresa Sociale S.R.L., Antonio Perdichizzi – President



Isopren, Marcella Bergamini – President & Chief Growth & Financial Officer



Korian, Federico Guidoni – CEO



Landoor, Adele Nardulli – Owner & CEO



LATI S.p.A., Laura Riva – HR Director



Lundbeck, Tiziana Mele – Managing Director



Minsait (Indra Italia S.p.A.), Pedro Garcia Martin – Legal Representative



An Indra company

Pastificio di Chiavenna S.r.l., Fabio Moro – CEO



Operàri S.R.L. SB, Vittorio Gennaro – CEO



Prolink SRL, Rinaldo Pietro Platti – CO Founder



Sanofi, Laura Bruno – People & Culture Director



Teva Italia S.r.l., Veronica Magli – HR Country Lead Italia



Vector S.p.A. Società Benefit, Camilla Butta – Sustainability D&I Manager



Veritas S.p.A., Chiara Bellon – HR & Organization Director



Way2Global, Laura Gori – Founder & CEO



GLOBAL SIGNATORY COMPANIES

Freshfields, Luca Capone – Partner



START-UP SIGNATORY COMPANIES

FlorenceCare S.r.l., Rocco Ciracì – Co-Founder & CEO



Pack, Pietro Maria Picogna - CEO



SUPPORTERS

Alfonsi Legal & Compliance Studio Legale, Lawyer Antonella Alfonsi



Assessorato all'Istruzione, Formazione, Lavoro di Regione Lombardia, Simona Tironi – Regional Councilor for Education, Training, Work of the Lombardy Region

Cottino Social Impact Campus, Cristina Di Bari - CEO



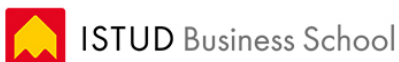
Diligentia ETS, Claudia Franceschelli – Vicepresident



Fidapa BPW, Roberta Giani – President Monza e Brianza section



Istud Business School SRL, Marella Caramazza – General Director



Journalism for Social Change



NoiD Telecom APS, Cristina Carollo – President



Side by Side, Alessia Salmaso – Co Founder & President



Women in Procurement



Associazione di Promozione Sociale “U Jùse APS”, Alessandra Neglia – President



Associazione Slowworking ETS, Vanessa Trapani – President



Professional Women’s Association Rome, Catherine Tondelli – President



AMBASSADORS

Cristina Di Loreto – Psychologist Psychotherapist, Coach & Trainer Creator of Me First

Eleonora Voltolina – Founder of the project The Why Wait Agenda

Elisabetta Pesenti – Founder & COO La Luna del Grano

Graziella Gavezotti – President Edenred Italia

Laura Donadoni – Journalist & Founder *The Italian Wine Girl* e *La Com Wine Agency*

Licia Fagetti – Marketing Manager Pastificio di Chiavenna S.r.l.

Patrizia Brunetti – Mentor & Founder of Mamty, Senior Communication Consultant

Sonia Zappitelli – CEO & Founder La Luna del Grano

Valeria Gangemi – HR Director