

C.E.M.E.S. S.p.A.

### **Introduction**

C.E.M.E.S. S.p.A. recognizes diversity, inclusion, and gender equality as fundamental values of its organizational culture and as strategic drivers for sustainable development, innovation, and long-term value creation.

The Company promotes a fair, respectful, and inclusive work environment, where every individual can fully express their professional and personal potential.

In line with these principles, C.E.M.E.S. S.p.A. has adopted a Diversity, Inclusion and Gender Equality Management System, compliant with **UNI/PdR 125:2022** and aligned with the principles of **ISO 30415:2021** – Human Resource Management – Diversity and Inclusion.

The Management System is integrated into the Company's processes and is developed based on organizational context analysis, risks and opportunities, and stakeholder expectations. This Policy serves as a reference for defining corporate objectives, performance indicators (KPIs), and the Strategic Plan for Gender Equality and Inclusion.

### **Principles and Values**

C.E.M.E.S. S.p.A. bases its operations on the following principles:

- Respect for the dignity and value of every individual;
- Fairness, impartiality, and meritocracy in organizational processes;
- Equal opportunities for employment, professional development, and career growth;
- Recognition of diversity as a driver of innovation and growth;
- Promotion of an inclusive and respectful organizational culture.

The Company does not tolerate any form of direct or indirect discrimination based on gender, gender identity, sexual orientation, age, ethnic origin or nationality, religion, political or union opinions, health status or disability, marital status, or family responsibilities.

A **zero-tolerance policy** applies to discriminatory behavior, harassment, violence, or retaliation.

### **Scope of Application**

The principles of diversity, inclusion, and gender equality are applied throughout the entire employee lifecycle and across the main human resources processes, including recruitment and onboarding, training and skills development, performance evaluation, career progression, compensation and reward systems, parental support, work-life balance, and promotion of organizational well-being.

C.E.M.E.S. S.p.A. monitors and improves its performance in accordance with the evaluation areas defined by UNI/PdR 125:2022 and the inclusive people management principles of ISO 30415:2021, using performance indicators (KPIs), measurable objectives, and improvement actions.

The Company ensures that recruitment and hiring processes fully comply with applicable laws on equal opportunities, inclusion, and non-discrimination. Job postings are open to candidates of all genders in accordance with Law 903/1977 and Legislative Decree 198/2006, and selection is based on competence, professionalism, and merit, respecting principles of equal opportunity and diversity.

### **Management Commitments**

Top Management is committed to:

- Ensuring compliance with laws on equal opportunities and non-discrimination;
- Providing adequate human, financial, and organizational resources for the Management System;
- Monitoring performance indicators, including the gender pay gap;
- Ensuring fairness in selection, professional development, and career advancement;
- Promoting an inclusive organizational culture and responsible leadership models;
- Supporting organizational well-being and work-life balance;
- Promoting diversity and inclusion through information, communication, and training activities;
- Pursuing the continuous improvement of the Management System.

	<b>Diversity, Inclusion and Gender Equality Policy</b>	Rev.1 del 30/01/2026
<i>(ai sensi della PdR 125:2022 e della UNI ISO 30415:2021)</i>		

**Prevention of Discrimination and Harassment**

C.E.M.E.S. S.p.A. rejects any form of discrimination, abuse, or harassment in the workplace and promotes a safe and respectful professional environment.

The Company provides reporting tools that ensure:

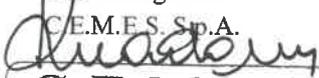
- Confidentiality of information;
- Protection of reporting individuals from retaliation;
- Timely and impartial handling of reports.

**Transparency and Communication**

This Policy is communicated to all employees and made available to stakeholders through Company communication channels, including publication on the institutional website.

The Policy is approved by Top Management and validated by the Gender Equality Steering Committee, and is subject to periodic review to ensure ongoing adequacy with the organizational, strategic, and regulatory context.

Pisa, 30 January 2026

The Management  
C.E.M.E.S. Sp.A.  
  
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