



## **GENDER EQUALITY POLICY**

### **LETTER FOR EQUAL OPPORTUNITY AT WORK**

Our company promotes a corporate culture based on respect for each individual and acknowledgment of the unique needs, aspirations, and contributions of everyone.

Autovictor values pluralism and inclusive practices in the workplace both as an ethical factor and as a capacity to respond to the transformations of society and the markets.

By adopting this policy, we intend to contribute to the fight against all forms of discrimination in the workplace - gender identity, age, disability, ethnicity, religious belief, sexual orientation - and to enhance diversity within the company organization, with particular emphasis on equal opportunities between men and women.

Under this policy, we are committed to contributing to the achievement of the above shared objectives through a series of concrete actions described below:

- define and implement company policies that involve all levels of the organization in compliance with the principle of equal dignity and treatment at work;
- to appoint an internal committee responsible for equal opportunities that oversees the management and monitoring of issues related to inclusion, equity, and integration, and that engages with the various company functions, making them accountable for equal opportunities;
- create an inclusive corporate culture by promoting, at all levels of the organization, awareness of the value of diversity through educational and awareness- raising initiatives;
- adopt the principle of equal treatment in practices governing all stages of the professional life of People so that these are based solely on skills, experience, and professional potential, through:
  - o Fair hiring processes;
  - o recruitment activities and communication aimed at ensuring and promoting respect for equality and diversity;
  - o selection pathways based on merit without discrimination of any kind;
  - o Fair Remuneration
  - o equal opportunities for development and training for all employees.
- identify and provide staff with internal tools to ensure effective protection of equal treatment through the opening of communication channels aimed at reporting proposals or potential violations;



- provide concrete tools to facilitate, whenever possible, the reconciliation of work and life balance by favoring the meeting of supply and demand for corporate flexibility and people, also with appropriate company policies, ensuring adequate training upon return from parental leave;
- communicate to staff, using the most appropriate methods, the commitment made in favor of a corporate culture of equal opportunities, informing them about the projects undertaken in these areas and the practical results achieved;
- manage external communication carefully through modes and messages that aim to enhance the feminine image, ensure inclusivity, and represent gender diversity in a fair and balanced way.
- periodically monitor the progress of equal opportunities and evaluate the impact of the best practices adopted, making necessary changes to continuously improve equality.

San Pietro Mosezzo, 01.06.2024

  
The Board of  
Management