

GENDER EQUALITY PLAN (GEP) OF INFORDATA SISTEMI

Rev. 1 of 21.12.2024

1. INTRODUCTION This **Gender Equality Plan (GEP)** of Infordata Sistemi Srl represents the company's commitment to ensuring equal opportunities for all genders by promoting a fair, inclusive, and discrimination-free work environment. The GEP aligns with the principles outlined in the company's Code of Ethics and is part of the ESG policies adopted by the company.

2. OBJECTIVES AND GUIDING PRINCIPLES

Infordata Sistemi Srl is committed to:

- Promoting gender equality at all levels of company management.
- Preventing and combating any form of discrimination based on gender, gender identity, or sexual orientation.
- Supporting work-life balance.
- Ensuring transparency in recruitment, promotion, and pay processes.
- Raising awareness and training staff on inclusion and diversity issues.

3. CURRENT SITUATION ANALYSIS

Currently, Infordata Sistemi Srl has **18 employees** and is undergoing a transformation into a **benefit corporation**, with an increasing focus on transparency, fairness, and sustainability.

Gender equality actions are supported by the **Quality Manager**, the **Board of Directors**, the **SGSI Manager**, and the **Cybersecurity Committee**, which oversee the implementation of ethical and security policies.

4. AREAS OF INTERVENTION AND SPECIFIC ACTIONS

4.1 Recruitment and Career Progression

- Implementing merit-based hiring policies to ensure equal access to roles and responsibilities.
- Regularly monitoring gender gaps in company positions.

- Encouraging balanced representation of men and women in managerial and leadership positions.

4.2 Compensation and Benefits

- Establishing a periodic review system to ensure pay equity.
- Adopting corporate welfare tools to support the work-life balance of all employees.
- Introducing transparency policies regarding salaries and career advancement mechanisms.

4.3 Work-Life Balance and Work Arrangements

- Promoting flexible work arrangements (remote work, personalized schedules).
- Developing support initiatives for employees with family responsibilities (e.g., parental leave accessible to all genders).
- Implementing workplace wellness programs and psychological support.

4.4 Training and Awareness

- Organizing training courses on **diversity, equity, and inclusion (DEI)**.
- Periodic workshops on **inclusive leadership and diversity management**.
- Raising awareness on workplace harassment and discrimination.

4.5 Prevention of Discrimination and Harassment

- Defining a zero-tolerance policy towards harassment and discrimination.
- Creating anonymous reporting channels (whistleblowing) for discrimination or gender inequality issues.
- Establishing clear procedures for handling reports and enforcing proportional sanctions.

5. MONITORING AND EVALUATION

To ensure the effectiveness of the Gender Equality Plan, the following measures will be implemented:

- **Data collection and analysis** on gender balance within the company.
- **Annual reports** on progress in gender equality matters.
- **Periodic review** of inclusion policies and welfare initiatives.
- **Engagement of employees and stakeholders** in continuously improving gender equality strategies.

6. COMMUNICATION AND DISSEMINATION

- The GEP will be published on the Infordata Sistemi Srl website and made available to all employees.
- The plan will be updated periodically to meet business needs and regulatory changes.
- Meetings and discussions with staff will be organized to ensure participatory and shared implementation.

7. CONCLUSION

Infordata Sistemi Srl recognizes the importance of gender equality as a key element for sustainable development and corporate innovation. This Gender Equality Plan represents a concrete commitment to building an increasingly inclusive, fair, and diverse workplace.

For the General Direction
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Legal Representative

