



## GENDER EQUALITY POLICY

**SCOPE OF APPLICATION:** Measures to ensure gender equality in the workplace for Experimental development in the field of technologies for sustainable electric mobility, experimentation of innovative business models for integrated mobility with low environmental impact

**The Company** within the framework of its activities:

has defined policies on gender equality issues to ensure a work environment that is inclusive of everyone, management has defined its commitment to gender equality issues through an **internal committee** that monitors the commitments in this document and the achievement of the objectives defined in the strategic plan.

This document is reviewed annually during the management review in the presence of the gender equality committee.

In order to ensure the implementation of the commitments defined in this document, the management has defined **economic resources** entrusted to the gender equality committee to guarantee the achievement of the defined objectives.

Our organisation treats all its collaborators, (we define collaborators as all persons with whom we have an employment relationship of any nature), equally, guaranteeing **equal opportunities and conditions**.

Our organisation has established guidelines for **gender equality** with regard to recruitment, salary, remuneration, training, promotion, dismissal, and retirement and does not implement or support discriminatory actions on the grounds of race, caste, nationality, origin, religion, disability, gender, sexual orientation, membership of associations and trade unions, political orientation, age.

Our organisation has established guidelines in terms of gender equality for all its personnel, with fair and impartial professional development and **career advancement**, equal opportunities and rights guaranteed to every employee, and every choice is dictated by a principle of merit and/or professionalism.

Our organisation has established guidelines in terms of gender equality to ensure **fair training** for all its personnel, the choice of whether or not to enrol an employee in a training course is dictated by merit criteria or by compulsory professional refresher courses due to specific technical standards, changes to mandatory regulations, however, leaving every employee who wants to enrol to increase his or her cultural background the freedom to participate.

Our organisation opposes all forms of discrimination (of race, caste, nationality, origin, religion, disability, gender, sexual orientation, membership of associations and trade unions, political orientation, age);

Our organisation prohibits all forms of PHYSICAL, VERBAL, and DIGITAL ABUSE (harassment) IN THE WORKPLACE and carries out activities to prevent all forms of physical, verbal, and digital abuse (harassment) in the workplace. including sexual harassment in any form;

Our organisation does not condone **behaviour**, including gestures, language and/or physical contact, mental, physical, sexual coercion, verbal abuse, threatening and abusive or exploitative behaviour. that is or may be deemed sexually coercive, threatening, abusive or exploitative.

Our organisation has defined **reporting** tools to ensure that every employee is able to express his or her opinion even in complete anonymity, to be able to communicate ideas for improvement, to be able to report in terms of gender equality and to be protected from possible retaliation.



Our organisation informs and trains staff to ensure **awareness** of gender equality issues.

Our organisation ensures that following complaints, **external reports** and/or alerts in terms of gender equality, there are checks conducted by a committee not involved in the process and that they have the resources and tools to investigate the case.

Our organisation is committed to guaranteeing equal opportunities at the time of **recruitment** and during the training and employment of each individual employee, defining criteria that do not discriminate or undermine on the basis of gender and facilitating the reconciliation of **personal and working lifetimes**.

Our organisation is committed to communicating to all stakeholders by any means its commitment to gender equality policies and **women's empowerment**.

Our organisation is committed to ensuring that all its employees maintain the **BENEFITS** defined in their employment contract even during periods of maternity/paternity leave, and is committed to defining and applying flexible working arrangements to improve work-life balance.

The gender equality committee is committed to the development and monitoring of a strategic plan on gender equality issues that defines the indicators applicable to the organisation, strengths and weaknesses, objectives, actions to achieve gender equality and training paths in terms of gender equality.

Our Organisation, in order to ensure that both company employees and stakeholders can contribute to the improvement of the Management System for Gender Equality, any worker can file complaints and reports in relation to facts and incidents on gender equality issues, violation of selection and recruitment policies, complaints on issues, analysis of any whistle-blowing mechanisms, incidents or reports of violence or abuse, KPIs that are not in line, that have occurred in or related to the work environment and that are in contrast with the principles of UNI PDR 125/2022; For this reason, the organisation has designated the members of the **Gender Equality Committee** as a specific contact person, to whom they can turn, and has set up an **anonymous reporting channel**; therefore, anyone can send any communications concerning non-compliance with gender equality issues, using the following Link: <https://evway.net/>

The Company intends to constantly review its activities/services in order to minimise the effects generated with a view to continuous improvement, using all feedback and recommendations from other stakeholders. This must be done by always favouring the best available and economically viable technologies. **Objectives, Targets and Programmes** are established and reviewed during **Periodic Management Reviews**.

Legal Representative Signature

A handwritten signature in black ink, appearing to read "Luca Babini".