Gender equality policy

Translation of the Italian original · UNI/PdR 125:2022

By introducing a gender equality management system in accordance with UNI/PdR 125:2022 into its organisation and management, Ser.eco. Depurazione Acque S.r.l. adopts this gender equality policy to pursue its corporate mission: creating an inclusive workplace aimed at reducing gender inequalities and raising awareness of communication and gender diversity.

Ser.eco. Depurazione Acque S.r.l. recognises and values the diversity of employees, collaborators, suppliers and other stakeholders as a driver of growth and success, and seeks to value their experiences, skills and qualities. The company believes that developing a culture that promotes gender equality creates value not only for the organisation but also for society as a whole. A fair workplace is essential to foster mutual trust and respect among colleagues and to create lasting value for the company.

Ser.eco. Depurazione Acque S.r.l. considers it essential to support both the company's development and the professional and personal growth of each person within it. This gender equality policy, together with the social responsibility policy, applies to all employees, including candidates during recruitment, as well as customers, users and all stakeholders.

Within its organisation, Ser.eco. Depurazione Acque S.r.l. identifies the following commitments, based on equal dignity and fair regulatory and economic treatment under equal working conditions, and devotes specific effort and resources, including financial resources, to achieving them:

- Equal opportunities in selection, recruitment, training, skills development and career progression.
- Gender balance across company functions and positions.
- Recognition and management of gender differences.
- Protection and support of parenthood and caregiving.
- Maintenance of work-life balance.
- Zero tolerance for any form of physical, verbal or digital abuse or harassment at work, and a confidential channel for reporting concerns to the Steering Committee, which ensures their appropriate handling.
- Internal and external communication consistent with gender equality values and principles, promoting behaviour and language that respect gender differences.
- Creation of an inclusive workplace based on mutual respect, ensuring the same level of physical and psychological wellbeing for everyone in carrying out their duties.

Management's objectives, inspired by the company's mission, are to increase work-life balance procedures; develop activities supporting inclusion, gender equality and integration; and create a workplace free from gender-based distinctions.

The commitment of the whole organisation is essential to build an inclusive corporate culture that values gender equality. Accordingly, Ser.eco. Depurazione Acque S.r.l.:

- Defines and implements inclusive policies involving every level of the organisation, starting with senior management.
- Encourages work-life balance.

- Defines key performance indicators (KPIs) to verify and measure gender equality initiatives.
- Adopts gender-neutral selection, recruitment and onboarding processes and practices that recognise personal characteristics and professional skills in relation to company needs.
- Implements measures to reconcile work and personal life and improve workplace wellbeing.
- Encourages people's training and advancement, developing professional skills and inspiring all employees to reach their full potential while sharing best practices throughout the organisation.
- Undertakes to comply fully with all applicable rules and to draw on best practices in gender equality.
- Makes every person in the company responsible for using language that respects and values gender.
- Ensures access to the information and resources needed to achieve gender equality objectives and targets.
- Implements a monitoring system for objective annual verification and reporting of the results and actual progress achieved in gender equality.

Everyone working at Ser.eco. Depurazione Acque S.r.l. must observe the principles of this policy in all professional relationships. The policy is communicated throughout the organisation and to all stakeholders. At least once a year, the effectiveness of the policy and the management system is assessed through a system review, considering opportunities to improve company performance by setting and checking the achievement of gender equality objectives.

Pianiga, 3 June 2025 · General Management