SALCHI METALCOAT SRL (hereafter "SALCHI") is committed to upholding the values of diversity, inclusion and gender equality through the adoption of corporate, organisational and management procedures that respect people's rights, freedom and dignity. That is the reason why our Company has adopted the UNI/PdR 125:2022 management system and operates in accordance with this guideline. This practice requires companies to act following the principle of impartiality and to refuse any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political opinions, social category of membership and religious faith. It promotes the removal of cultural, organisational and material obstacles that limit the full expression of people and their full development within the organisation.

SALCHI values its personnel and promotes the protection of its psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioural rules.

The present Policy aims to develop a clear approach in terms of mission, strategies and active practices as a means to foster a collaborative working environment, that remains open to contributions from all employees, in order to increase the trust of people, customers and society in general.

The aim is to foster diversity in all its dimensions to make the most of the resulting opportunities and to generate value within the workplace, while also gaining a competitive advantage in business.

This Policy confirms the Company's commitment to comply with the principles established whether in current legislation, in contractual provisions, or in international organisations' standards of reference:

- Agenda 2030 for Sustainable Development and its Sustainable Development Goals -SDGs -;
- UN Global Compact and Women's Empowerment Principles;
- Universal Declaration of Human Rights;
- UN Conventions on the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, on the Rights of Persons with Disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight Core Conventions of the International Labour Organisation (ILO);
- ILO Convention on Violence and Harassment of June 2019.

SALCHI is committed to preserving the value of people, so that everyone feels included and can give the best of themselves by feeling truly an integral part of the Company. This commitment is reflected in a human resources management and development strategy that promotes an inclusive culture to ensure that everyone has access to the same opportunities for professional growth, regardless of their role in the organisation, and to enhance the uniqueness of people.

In terms of personnel and career management, specific operational procedures have been set up to manage the relevant areas from a Gender Equality perspective.

In terms of communication (marketing and advertising activities) **SALCHI** transparently declares its willingness to pursue gender equality, value diversity and support female empowerment.

SALCHI implements a policy aimed at fostering gender equality not only internally, but more importantly by favouring relations and business relationships with companies that are equally committed to Diversity, Inclusion and Gender Equality issues.

The top management has identified a responsible for the UNI/PdR 125:2022 management system in the person of the Responsible for the Management of the Gender Equality (so called "RSGPDG").

In addition, as a way of creating an active gender equality monitoring, a Gender Equality Committee has been established, which consists of Chief Executive Officer, Dr. Sebastiano Brenni, and Human Resources Director Dr. Daniela Gianni.

Every year, information on the Gender Equality strategic plan with specific KPIs will transparently be published on our Company Intranet to explain how our Company is progressing towards its gender equality goals.

This Policy is made available for consultation on our website and in our Intranet.

The CEO

Dr. Sebastiano Brenni

Date: 18.04.2024