

weiko. BIEFFE ITALIA s.r.l.	GENDER EQUALITY POLICY APPENDIX 1	REVISION 02
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1. Introduction and Historical Context

The management of Bieffe Italia S.r.l., in order to achieve its growth and market positioning objectives, is fully aware of the strategic importance of involving all its employees, including women. The company recognizes that pluralism, heterogeneity, and diversity—understood as variety in gender, age, cultural background, skills, and experiences—constitute an invaluable asset for innovation and competitiveness.

Since its founding, and although at times in an informal manner, Bieffe Italia has implemented concrete initiatives and safeguards to promote gender equality in its workplace. The company has always promoted the hiring of female employees, and historical evidence of this commitment lies in the fact that the very first employee ever hired by the organization (with employee ID number 01) was a woman.

In its current structure as a micro-enterprise, Bieffe Italia intends to continue operating with gender equality and the promotion of *diversity* firmly in mind as the company's founding values. Therefore, management has decided to institutionalize and structure its action plan by formally adopting this Policy, a Strategic Plan, and a Gender Quality Manual in full compliance with the requirements of the **UNI/PdR 125:2022** Reference Practice.

2. The Pillars of the Policy: Gender Equality and Diversity & Inclusion

Management assumes primary responsibility for the Management System, promoting its implementation, monitoring, improvement, and continuous development. The company is committed to translating ethical principles into concrete actions focused on the following objectives:

- **Equal Opportunity and Inclusion of Diversity in Access to Employment:** Ensuring selection and hiring processes based exclusively on merit and objective skills, while actively promoting the employment of qualified women and the integration of young women. Access to employment is open to all candidates, combating any form of discrimination based on gender, ethnic origin, age, sexual orientation, or disability.
- **Pay Equity (Gender Pay Gap):** Ensuring strict pay parity and equal compensation for equivalent positions and duties, while constantly monitoring compensation across the various types of roles within the company.
- **Fostering a Culture of Diversity:** Raising awareness throughout the entire workforce regarding the culture of diversity and equity (*Diversity, Equity & Inclusion—DE&I*) through periodic training, awareness-raising, and refresher sessions to be held at least twice a year with management and employees.
- **Zero Tolerance for Harassment and Prejudice:** Ensure a safe and dignified work environment in which discrimination, cultural or gender stereotypes, and all forms of physical, verbal, or digital abuse or harassment are firmly rejected. Bieffe Italia adopts a policy of zero tolerance toward the use of language considered non-inclusive or disparaging toward any form of diversity.
- **Generational and Cultural Integration:** Fostering the exchange of skills and synergistic collaboration among different generations and professional roles within the company (from the technical design offices to the production departments on the shop floor), while valuing the unique perspective of each employee.
- **Work-Life Balance and Parenting:** Promoting welfare policies that support the “unseen work” of caring for the family, in full compliance with the principles of equality. Support employees in their parenting responsibilities by implementing flexible solutions wherever possible (e.g., remote work, part-time work, flexible work arrangements, health insurance) and ensuring full protection of paternity and maternity leave.

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- **Well-being, Workplace Culture, and Social Interaction:** Implement dedicated corporate welfare plans, provide fringe benefits, and periodically purchase refreshments for all staff, with the aim of fostering moments of social interaction that strengthen the cohesion of a diverse team and optimize the internal work environment.

3. Indicator Areas and Effectiveness Measurement

To effectively implement the Policy and objectively measure the effectiveness of the actions taken, the Company adopts and constantly monitors the KPIs (Key Performance Indicators) set forth in its Strategic Plan, structured around **the 6 Indicator Areas** established by the UNI/PdR 125:2022 standard:

1. **Culture and Strategy (Ref. 5.2):** Periodic internal training on DE&I topics and dissemination of the Guide to Inclusive Language.
2. **Governance (Ref. 5.3):** Oversight and monitoring of measures against gender-based violence and discrimination.
3. **HR Processes (Ref. 5.4):** Transparency, gender-neutral job postings, and monitoring of equal access to employment.
4. **Opportunities for Growth and Inclusion within the Company (Ref. 5.5):** Equal access to career opportunities and advanced training for all employees.
5. **Gender Pay Equity (Ref. 5.6):** Monitoring and closing the average hourly pay gap.
6. **Parental Support and Work-Life Balance (Ref. 5.7):** Implementation of welfare services and the company's Employee Assistance Program.

4. Channels for Communication, Dissemination, and Listening

Management is actively committed to ensuring that the contents of this Policy are widely disseminated, understood, shared, and applied by all stakeholders through structured channels:

- **Internal Channels:** Permanent posting on company bulletin boards and the organization of periodic awareness-raising and discussion sessions with all office and shop floor staff.
- **External Channels:** Targeted email distribution to customers and suppliers, and official publication in the public section of Bieffe Italia's corporate website.

To ensure these principles are upheld, Bieffe Italia confirms the continued operation of **the internal Listening Point** (managed by Dr. Assunta Ventriglia) and the establishment of specific forms for receiving reports or suggestions (including completely anonymous submissions) regarding discrimination or non-inclusive behavior. The Listening Point handles all communications while ensuring the utmost confidentiality, protection of privacy, and the absolute absence of retaliation.

This Policy is periodically reviewed by Senior Management to verify its ongoing suitability and alignment with the organization's goals for continuous improvement.

Carinaro (CE), February 2, 2026

Sole Director

Flavio Ferrazzano

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