

POLICY ON GENDER EQUALITY AND ON DIVERSITY AND INCLUSION

This Policy on Gender Equality and on Diversity and Inclusion defined by the Top Management of **Oropan S.p.a.**, in collaboration with the Steering Committee, defines the principles, objectives and guidelines that define the commitment of the organisation towards the issues relating to gender equality, the enhancement of diversity and *female empowerment*.

To this end, it ensures that the management of all phases of the life cycle of a resource within the Organisation - selection, access to training and growth paths, including salary - is based on the principle of equal opportunities, inclusion and of meritocracy. Appropriate reporting and monitoring systems are ensured, in order to identify and eliminate any possible misalignment.

Oropan S.p.a. has decided to adopt a company policy aimed at reducing the gender gap in all areas considered most critical: opportunities for professional growth within the company, equal pay, policies regarding the management of gender differences, maternity protection, and aimed at assessing, reporting and evaluating the data relating to diversity, with the aim of bridging any gaps, also providing for a specific budget.

This Gender Equality Policy is applicable to all internal personnel and external personnel who collaborate continuously with the organisation.

Oropan S.p.a. undertakes:

- to apply human resource management and development practices that promote an inclusive culture of access to company duties and growth in the professional career, guaranteeing equal opportunities for all personnel and favouring the strengthening of the female gender;
- to respect and emphasise the culture of diversity and inclusiveness, pursue the creation of the best possible conditions for attracting, developing and retaining talented people, and it has therefore established the objective of defining a corporate welfare plan, which includes initiatives aimed at improving the well-being of people, both within the workplace and in the reconciliation between professional activity and private life.
- to transparently communicate, internally and externally (including marketing and advertising activities) the will to pursue gender equality, enhance diversity and support the increase in the employment of females;

- to create an inclusive, collaborative, supportive, transparent work environment open to listening to all personnel;
- to ensure equity between the genders with regard to pay, facilitating the participation and permanence of women in the workplace, through the support of care costs, enhancing skills, ensuring fair payment for jobs and occupations with equivalent socio-economic value;
- to ensure equal opportunities in the development of skills and in the application of individual talents, guaranteeing fair and equal participation in training and enhancement courses, with the presence of both sexes.

Oropan S.p.a. defines the objectives detailed in the Strategic Plan through Key Performance Indicators (KPI) based on the 6 thematic areas indicated in UNI/PdR 125:2022:

- **Culture and strategy:** improving the working environment of the organisation by promoting and supporting inclusion, gender equality and by giving value to gender diversity.
- **Governance:** implementation of an organisational governance model aimed at defining the adequate organisational units and the presence of the minority gender in the organisation's guidance and control bodies as well as the presence of processes aimed at identifying and remedying any event of non-inclusion.
- **HR procedures:** implementation of HR procedures relating to the various stages that characterise the life cycle of a resource in the organisation based on principles of inclusion and respect for diversity.
- **Opportunities for growth and inclusion of women in the company:** improvement of the organisation's ability to create gender-neutral access to internal career and growth paths and the related acceleration.
- **Salary equity by gender:** implementation of processes to make salaries equivalent.
- **Protection of parenting and work-life balance:** implementation of policies to support staff in their parenting and caring activities.

Oropan S.p.a. prepares and circulates to stakeholders a communication plan relating to its commitment on the issues of gender equality and diversity and inclusion, ensuring that communication is consistent with the principles of the Policy and with the objectives established and implemented via the strategic plan.

For the activities they are responsible for, the personnel are required to comply with what is indicated

in the Management System and in the Policies connected to it, as well as to apply the principles contained in this Policy on a daily basis.

The suitability of this Policy is reviewed every year during activities of reviewing the Company Management System.

The responsibility for the implementation of this Policy is entrusted to the Steering Committee for Gender Equality.

Altamura, May 24th, 2023