

GENDER EQUALITY POLICY IN THE WORKPLACE



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THE SOURCES.

A) **In the European context**, gender equality in employment is governed by a series of regulations that seek to ensure equal opportunities and treatment for men and women. Here is an overview of the main regulations in place:

1. **Directive 2006/54/EC**: This directive of the European Parliament and the Council aims to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation. This includes access to employment, vocational training, professional promotion, and working conditions.
2. **Charter of Fundamental Rights of the European Union**: Article 23 of the Charter establishes the right to equality between men and women in all fields, including labor and employment.
3. **European Strategy for Gender Equality 2020-2025**: Although not legislation, this strategy sets EU directives and goals to promote gender equality, including the world of work.

B) The **United Nations' 2030 Agenda for Sustainable Development** also includes specific goals regarding gender equality. Sustainable Development Goal (SDG) number 5 explicitly focuses on "Gender Equality" and aims to eliminate gender inequality in all forms:

1. **End Discrimination**: End all forms of discrimination against all women and girls everywhere, which naturally includes the employment context.
2. **Participation and Leadership**: Ensure women's full and effective participation and equal leadership opportunities at all levels of decision-making in political, economic and public life.

3. **Economic Rights**: Adopt reforms to give women equal rights to economic resources, as well as access to control over property and other forms of ownership, financial services, inheritance and natural resources, in accordance with national laws.
4. **Technologies and Policies**: Improve the use of enabling technologies, particularly information and communication technologies, to promote women's empowerment.
5. **Policies and Laws**: Strengthen applicable policies and laws to promote gender equality and empowerment of all women and girls at all levels.

C) Regarding **Italian legislation and the Constitution**, it is worth mentioning:

1. **Man and Women Equal Opportunity Code (Legislative Decree 198/2006)**: This legislative decree implements Directive 2002/73/EC and includes specific provisions to prevent and combat gender discrimination in employment, for example in selection processes, working conditions, professional training and promotion, and wages.
2. **Law No. 125 of April 10, 1991**: This law concerns affirmative action for the realization of gender equality in employment. It establishes specific measures to promote women's employment and the achievement of effective equality of treatment.
3. **Law No. 380 of November 23, 2000**: Known as the "Gulf-Moscow Law," it introduces mandatory pink quotas on the boards of directors of publicly traded companies, thereby promoting women in decision-making roles.
4. **D.Lgs 151/2001**: Contains provisions to protect maternity and paternity, part of the regulations aimed at ensuring equal treatment in employment.

The **Italian Constitution** establishes fundamental principles that include gender equality, including in employment and pay. The most relevant articles in this regard are:

1. **Article 3**: Establishes the principle of equality of all citizens before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions. This principle is the basis for equal treatment in all areas of social and working life.
2. **Article 37**: Specifies that the female worker has the same rights and, for equal work, also the right to equal pay as the male worker. This article explicitly establishes equal pay for men and women, stating that wages must be proportionate to the quantity and quality of work performed and cannot be influenced by gender.

Finally, **Italy's National Recovery and Resilience Plan (PNRR)** includes specific measures to promote gender equality in the labor context. The PNRR is actively committed to reducing gender inequality and improving women's inclusion in the labor market through various interventions:

- **Gender Equality Certification**: The PNRR envisions the introduction of a national gender equality certification system for enterprises. This system is aimed at providing incentives for enterprises to reduce gender gaps, covering critical areas such as career opportunities, wage equality, and gender gap management policies.
- **Support Measures and Incentives**: There are specific targets for achieving certain goals, such as involving a significant number of companies in gender equality certification. In addition, the system provides reward and penalty mechanisms for companies that demonstrate or fail to demonstrate compliance with gender equality standards.

- Investment and Infrastructure: Significant investment is aimed at improving access to digital and technological infrastructure that can support women's entrepreneurship and women's participation in the labor market. This includes improving access to educational and care services, which can help support women's employment (www.governo.it).

The **Professional Studies Collective Bargaining Agreement** in Article 12, "Equal Opportunity Working Group," stipulates that this Group is responsible for formulating and following up on positive action projects aimed at ensuring the removal of all obstacles that prevent the achievement of equal opportunities in the workplace.

SPECIFICALLY: THE PDR 125: 2022

Section 6.1 of UNI /PdR 125:2022 requires that organizations that voluntarily decide to take the path toward gender equality certification adopt a **comprehensive equality policy that aims to enhance and protect diversity and equal opportunity in the workplace.**

They must establish an action plan for the implementation of equality policy.

The overall policy must contain references to related policies related to, at a minimum, personnel and career management, communication (including marketing and advertising) that transparently state the organization's willingness to pursue gender equality, that value diversity and support women's empowerment.

The general policy and those related to gender equality can be part of a single system document, must be reconfirmed or updated at the time of periodic review.

The corporate gender equality policy must be:

- (a) defined by senior management, in coordination with the Steering Committee;
- (b) communicated and disseminated within the organization and to other interested parties;
- (c) subject of training and awareness raising to members; reviewed and confirmed periodically based on events, changes, and results of monitoring and audits;
- (d) coordinated by a responsible figure, designated by the members and possessing organizational and gender expertise.

The equality policy must be available on the organization's website.

It must contain guiding principles and directions that define the organization's commitment to issues related to gender equality, valuing diversity, and women's empowerment.

Management affixes a budget suitable for achieving and maintaining the gender equality goals set .

THE FIRM'S GENDER EQUALITY POLICY IN THE LAW FIRM WORKPLACE

Preamble

Studio Legale Grompe Redaelli e Associati is committed to ensuring and promoting gender equality and inclusion in compliance with European and Italian regulations and the fundamental principles of the Italian Constitution,

recognizing the unique value and contribution of every individual regardless of gender.

The organization (i.e., Studio Legale Grompe Redaelli e Associati) has made multiculturalism its strong point, and this is due to the ability of the professionals to provide tailored advice, speaking directly in 4 languages.

The method adopted by the organization "puts people at the center." "Over the years, they have developed a style marked by listening and seeking maximum harmony with each interlocutor."

The above is what characterizes all the relationships put in place by the organization, especially those with people employed by it and collaborators.

Already in the so-called ESG plan (also on the website) the organization has prepared an action plan:

"Regarding social impact, we have prepared the following action plan:

Diversity and respect

Our firm has always avoided any kind of policy that might have negative impacts on diversity and is committed to continuing on this path.

Moreover, in our study, the pay system is not affected in any way by diversity aspects.

Similarly, we believe that respect among the firm's employees is fundamental to the creation and maintenance of a comfortable work environment, and on this point, too, the firm intends to pursue policies that preserve this value.

Gender equality

Our study considers as a natural and essential element the equal treatment of women and men for any issue, i.e., by way of example, from economic treatment to career path.

We are aware that only equal treatment can contribute to the betterment of society.

We are working to adopt formal acknowledgements on this important issue as well.

Staff

All of our employees are often involved in some varied decision-making processes.

In addition to the training obligations imposed by law, our firm organizes training and continuing education activities offered to all employees.

Pregnancy

Our firm strongly believes that the working mother should be protected during and after the pregnancy period and that pregnancy should not be regarded as a negative fact.

Thus, in addition to the protections provided by law, our firm goes as far as possible, consistent with the type of task performed, to meet the needs of the working mother, during and after the period of pregnancy, related to the performance of work in order to enable her to manage the new family situation in a more agile way.

With reference to the post-pregnancy period, our firm is also attentive to the needs of the parent-father, who is a collaborator with our firm and who is dealing with the new family situation."

Goals

Elimination of Disparities: Ensure the absence of gender discrimination in all business activities and processes, from selection to professional development.

Promoting an Inclusive Environment: Creating a work environment that respects and values individual differences and promotes diversity as a resource.

Key Actions

Compliance with Regulations: Full adherence to Directive 2006/54/EC and relevant Italian laws, such as Legislative Decree 198/2006 and Law 125/1991, to ensure equal opportunity and treatment.

Constitutional Compliance: Ensuring that all policies respect Article 3 and Article 37 of the Italian Constitution, guaranteeing equality and equal pay for equal work.

Professional Development and Training: Implementation of training programs to raise awareness of gender issues, discrimination, and to develop inclusive skills among all employees.

Review and Monitoring: Ongoing monitoring and periodic review of gender equality policies to ensure their effectiveness and compliance with current regulations.

Promoting Women's Leadership: Encouraging and supporting the rise of women in leadership and decision-making positions through mentorship and specific development initiatives.

Pay Equity Policies: Annual review of pay practices to prevent gender-related pay disparities.

Work-Life Balance: Supporting work-life balance, including work flexibility and fair parental leave.

Transparency and Involvement

Communication: Internal and external dissemination of policies and actions taken, making information accessible through the organization's website and annual reports.

Feedback and Participation: Creating communication channels to receive feedback and suggestions from employees to continuously improve gender equality practices.

Responsibility

Equality Committee: Establishment of a dedicated gender equality committee composed of members of senior management and employee representatives to guide and oversee the implementation of the policy.

This policy is designed to be a living document, susceptible to updates and changes based on evolving regulations, internal needs, and international best practices in gender equality.

Signature of the members of the **Steering Committee**

Davide Cinelli

Claudia Renz

Serena Iudica

Valentina Limbordo

Luigi Sergio Redaelli

Nicoletta Manfredi

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