

## GENDER EQUALITY POLICY

Miorelli Service S.p.A. has always been assessed the skills and abilities of its staff trying to avoid prejudices and stereotypes, as demonstrated by the composition of its workforce. In particular, in the last year of activity, considering the third of the Millennium Development Goals proposed by the United Nations, i.e. promoting gender equality and female leadership, it has started a concrete and systematic path aimed at encouraging an inclusive and free culture. of bias, even unconscious ones, which values all the people in the company in the same way.

In particular, the Organization, in addition to the issues of Diversity and Inclusion, has focused on Gender Equality in order to avoid differences in the recruitment of resources, pay inequalities and career advancement.

This policy is aimed at all employees of the Organization and shared with all its main stakeholders, suppliers and customers with the aim of having a greater impact on their value network and being a point of reference for other companies. This document supplements the Diversity and Inclusion Policy and the SA8000 Policy of Miorelli Service S.p.A.

It is proven that the presence of people of different genders opens up to new ideas, innovative solutions and positive competition between staff and work groups, creating higher corporate value.

Miorelli Service S.p.A., which has always been attentive to the evolution of the market, customer needs and sustainability issues, implements a policy aimed at promoting gender equality not only internally, but also favoring relationships and commercial relationships with companies and entrepreneurs equally committed to gender inclusion and equality issues.

In addition to this, Miorelli Service S.p.A. :

- is concretely committed to family welfare, in concrete aid to the families of its employees in terms of flexible working hours and agile work such as to favor the reconciliation of private life - working life;
- favors the participation in training meetings, webinars and debates of all employees regardless of their role and contractual framework;
- promotes active policies for gender equality and inclusion through posts and publications on its website and on social media;
- undertakes to prevent all forms of physical, verbal, digital abuse (including sexual harassment) in the workplace;
- has implemented a procedure for reporting and monitoring possible discrepancies from its principles and objectives, in order to identify and eliminate any possible non-conformities.

In order to eliminate any form of discrimination and gender inequality, anyone can report to the organization, according to the company procedure, any non-compliant behavior, without any form of retaliation, discrimination or penalization. The organization will verify the report and guarantee the anonymity of the whistleblower and the reported person and will define any actions to be taken.

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

This Policy is confirmed or reviewed periodically by the Head of the Integrated Management System, in collaboration with Top Management, according to events, changes and results of monitoring and checks.

The contents of the Policy are disseminated through awareness-raising and training activities and the same is distributed in all workplaces and published on the website [www.miorelliservice.it](http://www.miorelliservice.it)

**Miorelli Service Spa a socio unico**  
Board of Directors

