

**The Company** ELVI has defined its Gender Equality Policy with the aim of establishing the principles, objectives, and guidelines for the Organization's engagement in matters related to gender equality, the enhancement of diversity, and the empowerment of women. This Policy highlights the Company's commitment to applying the principles of equal opportunity, inclusion, and meritocracy throughout all stages of the employee lifecycle within the Organization, from recruitment and hiring to professional development pathways. In addition, reporting and monitoring systems have been established to identify and correct any potential misalignments.

Communication channels have been set up to enable employees to express opinions, suggestions, and reports, including anonymously. These are carefully monitored by the Committee in order to identify and address any potential non-compliance issues.

The Policy includes a strategic plan aimed at reducing the gender gap in certain areas considered critical, including opportunities for professional growth within the Organization and the recognition of parenthood; the objective is to reduce any disparities in these areas.

This document applies to all categories of individuals working for or within ELVI, including employees, contractors and consultants, as well as interns operating on behalf of the Company. This inclusive approach reflects the belief that creating a corporate culture based on inclusion, mutual respect, and diversity requires the involvement of everyone.


**The Company** defines in detail its Gender Equality Objectives within the Strategic Plan and in the document **Gender Equality Objectives**, focusing on six key thematic areas:

1. Recruitment and hiring
2. Career management
3. Pay equity
4. Parenthood and caregiving
5. Work-life balance
6. Prevention of abuse and harassment

The Company is specifically committed to:

- Promoting equal opportunities during the recruitment process,
- Ensuring that career advancement opportunities are distributed fairly,
- Recognizing and valuing experiences related to parenthood,
- Improving work organization to promote a healthy work-life balance,
- Providing appropriate training and information on ethics, inclusion, and equal opportunities to all staff members,
- Ensuring a safe and inclusive working environment.

The Policy has been defined by Management in collaboration with the Equal Opportunities Steering Committee and has been made accessible to employees and stakeholders through publication on the company notice board and corporate website. Communication must be consistent with the principles of the Policy and the objectives of the Strategic Plan and is ensured at all levels of the Company. Employees are required to comply with the provisions set out in the Strategic Plan and related policies and to apply the principles of this Policy on a daily basis.

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This Policy is reviewed or confirmed annually during the Management Review, during which its adequacy and the effectiveness of the monitoring systems are assessed.

Responsibility for implementing this Policy is assigned to the Gender Equality Steering Committee.

20/05/2024

For the Board of Directors

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