

## PDR 125:2022 – GENDER EQUALITY

The commitment of companies on the issues of diversity and inclusiveness is becoming increasingly important: gender equality is one of the 17 objectives set by the UN for sustainable development (SDGs n.5) and it is the focus of Mission n.5 of the Italian PNRR, which finds its application in the Reference Practice UNI/PdR 125:2022 that defines the guidelines of a management system for gender equality.

The de Eccher Group, through its entrepreneurial activities, wants to contribute to the creation of inclusive working conditions, which value equally both men and women who work within the Group.

### Working according to what is established by the standard contributes to:



- promote equality and equity within the working environment;
- create better working conditions and a safer working environment;
- enhance the diversity present in the roles that operate in the organization and maintain processes capable of developing female empowerment;
- develop a cultural model that promotes gender equality as a generator of "social value";
- improve corporate reputation;
- satisfy customer needs;
- improve relationships with suppliers.

### PdR 125 objectives in business management:

The organization focuses its efforts in the following areas prepared by UNI 125:2022 practice

1. Culture and strategy
  - Establishment of a Steering Committee which also involves Top Management, for the purpose of promoting and monitoring actions and indicators for gender equality;
  - Promotion of internal communication and awareness-raising activities regarding the use of behaviors and language capable of guaranteeing an inclusive and respectful work environment for gender diversity.
2. Governance
  - Extension to the field of gender equality of internal reporting and whistleblowing procedures which allow resources to express, even anonymously, their opinions and make suggestions for change in the organization and encourage dialogue and discussion
  - Participation in events that ensure that genders are equally represented among the panelists at round tables, events, conferences or other events, including those of a scientific nature
3. HR Processes
  - Definition of human resources management and development processes in favor of inclusion, gender equality and integration, such as selection, general contract conditions, neutral on-boarding, performance evaluations
4. Opportunities
  - Increase in the percentage of female staff employed within the company at all levels;
  - Increase in the percentage of female staff in top positions and within corporate development projects (e.g. D40)
  - Promotion of work-life balance measures aimed at all staff regardless of gender;
  - Adoption and promotion of measures for electronic connection with all staff for work operations and participation in meetings, in order to guarantee that work meetings are held at times compatible with the conciliation of family and personal life and that workers on a part-time basis and with flexible, discontinuous, etc. employment contracts can also participate in the same



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5. Wage Equality

- Monitoring of the internal salary trend, in order to prevent any form of salary gap based on gender, for the same job and seniority in the company

6. Parenting

- Motherhood and fatherhood are supported and assisted before, during and after birth;
- Paternity leave is promoted so that all potential beneficiaries can take advantage of it for the entire period provided for by law;
- The organization takes an active role in supporting new parents with concrete initiatives, such as part time, flexible working hours and smart working.



**References and contacts for complaints or suggestions**

The de Eccher Group has established the Steering Committee for Gender Equality, an internal body whose members are identified by the Top Management and which assists it in the promotion and monitoring of the application of the principles of gender equality.

Members of the Steering Committee for Gender Equality are: Luca Ortolani, Francesca Piemonte, Elisabetta D'Agnolo and Roberta Isgrò.

The Committee will work in close collaboration with the Social Performance Team (SPT), the body responsible for managing Social Responsibility, also using the same channels for collecting reports.

Any complaint or suggestion, report of incorrect behavior suffered, cases of harassment/mobbing or, in general, any type of report can be sent to them (anonymously or not) via the following channels:

- Sending an email to [SPT@rde.it](mailto:SPT@rde.it)
- Written report inserted in the complaints box located at the entrance to the Rizzani Headquarters in Udine

The management of reports and the protection of the whistleblower follow the process described in the procedure A-0000-GDE-231-ANN-55-12-10-All.5-Protocolli preventivi-Whistleblowing, published on the [Rizzani website](#) and on [Connect](#).