

## Company Policy on Gender Equality

The Peuterey Group, representing G&P NET Spa, Geo Spirit Srl, Argo Retail Srl, Peuterey Srl, intends to implement a management system compliant with standard practice UNI PdR 125, in order to overcome any gender stereotype, both at work and at home, and demolish any source of inequality, by promoting gender equality to enhance diversity and support female empowerment, in compliance with the constitutional principles of equal opportunities, within the following areas:

- **Culture and strategy** in order to define inclusion principles and objectives, gender equality and attention to the organization's *gender diversity*, consistently with the Group's vision, purposes and values;
- **Governance:** to define suitable organizational requirements, and the establishment of processes to identify and solve any non-inclusive event.
- **Human resource management:** to monitor the inclusion principles and respect diversity throughout the entire life cycle of a resource within the organization, from recruiting to termination of the work relationship, to support the female empowerment in the company, encouraging women to participate in the management roles and communicating the progress made in this field;
- **Growth and inclusion opportunities:** ensuring neutral access to genders to career, internal development and training opportunities;
- **Equal gender pay:** by ensuring the absence of any logic of gender differentiation on the wage differential, in a *total reward* logic, including also non-monetary retributions, such as welfare and well-being systems;
- **Protection of parenting and life-work balance:** by activating pro-parenting policies in all its forms, and adopting procedures to facilitate and support the workers' families.

The Peuterey Group undertakes to:

- ensure increasingly better and equal working conditions to all workers, by applying and complying with all national and international regulations on this matter, national labour contracts, the organization's commitments and the requirements set forth by international standards;
- implement, activate and comply with gender equality requirements over time, and adhere to any new future requirement;
- ensure suitable training and information on ethics, inclusion and equal opportunities to all staff;
- reassess and update this Gender Equality Policy constantly;
- extend the Peuterey Group's commitment to social sustainability also beyond the perimeter of our business, by actively involving our stakeholders and promoting the principles of equality and inclusion, and by identifying and managing social impact in an ethical and responsible way; including the principles of equality and equal opportunities in the staff assessment and recruitment process;
- by adopting an approach of dialogue and comparison in the relationship with our employees, in order to involve them in our commitment to social sustainability, and raising awareness toward the principles of gender equality and female empowerment;
- planning and executing internal audits to verify that the company's equality requirements are observed, by scheduling and implementing any possible corrective and improvement measures, whenever required; taking part in the dialogue with all stakeholders, by documenting and communicating the Group's commitments on Gender Equality;
- Upper Management is especially focused on preventing any form of gender discrimination or physical, verbal and/or digital abuse, as specified in the specific Policy against Violence and Abuse at Work;
- promoting full transparency and correctness in all our work activities and in the relationship with our stakeholders, including all employees;
- periodically holding surveys on the employees' perception of equal opportunities, inclusion and/or integration;
- defining an annual strategic improvement plan, according to the requirements of UNI PdR 125;
- setting an annual budget to develop the activities supporting inclusion, gender equality, and training accessible to all personnel;
- periodically monitoring corporate indicators and objectives;

In order to ensure that all necessary actions to pursue the continuous improvement objectives set forth by the Group are implemented, and, first and foremost, to effectively implement this Gender Equality Policy, the Group has appointed a person in charge of the gender equality management system, who coordinates it

and acts as point of reference for all the workforce on this topic.

This Policy shall be monitored and reviewed regularly, to ensure that equality and diversity are constantly promoted in the workplace, since we deem gender equality a path each one of us must undertake within our own responsibilities and activities.

The Management  
