



The Gender Equality Policy, outlined by the Management of MACPI SPA PRESSING DIVISION, in coordination with the other members of the Steering Committee, defines the principles, objectives, and guiding principles that direct the organization's commitment to issues related to gender equality, valuing diversity, and women's empowerment.

PRINCIPLES

Through the adoption of a Gender Equality Management System in accordance by the UNI PdR 125:2022 practice, a path of cultural change has been initiated within the Organization in order to achieve a more equitable gender equality without tolerating any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinion, social category of belonging and religious faith.

MACPI SPA PRESSING DIVISION is committed to:

- promote conditions to allow the removal of cultural, organizational and material obstacles, limiting the full expression of persons and their full development within the Organization;
- preserve the value of its personnel by promoting the protection of their psychophysical, moral and cultural integrity through working conditions that respect individual dignity and rules of behavior;
- stimulate a collaborative, supportive working environment, open to contributions from all personnel to increase their sense of trust and belonging in the organization;
- convey to third parties (co-workers/collaborators, suppliers, customers, caregivers and family members) an image which is respectful of the individual and careful to avoid gender bias and stereotypes;
- prevent any form of gender discrimination or form of physical, verbal and/or digital violence (harassment) in the workplace;
- implement and maintain compliance with Gender Equality requirements over time and adapt to any new requirements that may be requested.

Through the Policy, MACPI SPA PRESSING DIVISION reaffirms its commitment to comply with and actively disseminate the principles set forth in current legislation, contractual provisions, and standards issued by relevant international organizations regarding equal opportunity, diversity, and gender inclusiveness.

OBJECTIVES

The primary objective is to foster diversity in all its dimensions in order to take full advantage of the opportunities arising from it, as well as to generate value within work environments while also gaining a competitive advantage in the marketplace.

SPECIFIC POLICIES FOR GENDER EQUALITY

The organization, in connection with the analysis of its business processes, has understood and established principles to be adhered to with reference to each of the points outlined below.

These principles constitute the guiding criteria for processes aimed at addressing existing gaps with reference to the indicators established by UNI PdR 125:2022.

SELECTION AND RECRUITMENT (RECRUITMENT)

MACPI SPA PRESSING DIVISION in the activities of selection and recruitment of personnel to be employed in its activities respects, with a view to improvement, the following principles:

- candidate selection must be exercised in a gender-neutral manner;
- the selection criteria shall be based on the professionalism, competence, specialization and experience of the candidate persons;
- the selection, with equal competence, takes into consideration the presence of women and men in the workforce and tends to promote the gender balance of people in the workforce;
- managerial roles, with responsibility for organizational units, reporting to top management and with budget delegation, are distributed in a gender-balanced manner, with equal competence;
- the roles referred to managers and supervisors are to be distributed in a balanced manner;
- the job position, highlighted at the time of recruitment, must provide for a remuneration related to the duties and responsibilities to be filled and not influenced by the gender of the candidates.

CAREER MANAGEMENT

MACPI SPA PRESSING DIVISION is aware the achieved economic results also depend on the human resources working for the Company, and all career development opportunities should be inspired only by people's achievements and merit, regardless of gender.

MACPI SPA PRESSING DIVISION, with a view to continuous improvement, ensures that the careers of internal staff comply with the following principles:

- the allocation of roles and tasks, with equal skills, considers a gender balance, in correlation;
- the design of career paths and their implementation are aimed at staff regardless of their gender;
- staff career paths are accessible to all people, in a transparent manner, in order to safeguard the maintenance of balances referred to gender equality;
- skills and awareness development training is a key process intended to remove any career difficulties and restore any leadership balances in gender;
- the phases of staff detachment from the Organization in the event of resignation are examined by verifying turnover based on gender;
- promotions are deliberated, with equal skills, considering gender balancing needs with reference to functional level.

WAGE EQUITY

MACPI SPA PRESSING DIVISION, at the time of hiring and throughout the career of its staff, ensures salary equity regardless of gender, and to this end, in providing for the determination, payment and changes in remuneration, it respects the following principles:

- staff remuneration shall be recognized in relation to their role and responsibilities, and any benefit and premium additions to such remuneration shall be understood to be based exclusively on the results achieved and recognized;
- remuneration, bonus payments and benefit allocations, for transparency, are documented and accessible to the entire staff;
- the criteria for determining compensation, bonus and benefits are documented and accessible to the entire team.

PARENTHOOD AND CARE

MACPI SPA PRESSING DIVISION facilitates parenting and caregiving by supporting maternity, paternity, and more generally, the care needs of its staff members.

To this end, the organization seeks to reconcile the needs of those who, due to their status related to parenting or family care, must balance their commitment between work and the needs that have arisen.

For this, the organization is guided by the following principles:

- motherhood and fatherhood are supported by training and information programs;
- maternity is assisted before, during and after birth;
- paternity leave is promoted so that all potential beneficiaries take it for the full period stipulated by law;
- the organization takes an active role in supporting caregiver activities.

WORK-LIFE BALANCE.

MACPI SPA PRESSING DIVISION offers its staff the opportunity to manage the time to devote to life and work through a work-life balance that takes into account both the objectives of the organization and the psychophysical well-being of the worker/employee resulting from greater freedom of self-determination.

The principles underlying work-life balance are as follows:

- work life balance measures are aimed at all staff regardless of gender;
- the organization, in activities where applicable, adopts part-time and flexible schedules;
- the organization allows remote connection with all staff working outside to attend meetings.

ABUSE AND HARASSMENT PREVENTION

MACPI SPA PRESSING DIVISION fights all forms of abuse and harassment in the workplace and for this reason it applies a zero-tolerance prevention and repression of the phenomenon.

The Organization carries out preventive actions aimed at:

- identify risks related to abuse and harassment in the workplace;
- implement preventive actions for each identified risk of abuse and harassment;
- offer the opportunity to report suspicions and/or facts related to workplace abuse and harassment;
- offer full protection to individuals who report incidents of harassment to avoid possible retaliation against them;
- analyze and understand any incidents of abuse and harassment carried out in the workplace;
- ensure kind and gender-neutral communication in the workplace.

All personnel have the right to report, even anonymously, any incidents of harassment and violations in the application of gender equality principles in the organization and any opinions and suggestions to implement the improvement of the company's Gender Equality Management System.

In this regard, a procedure has been implemented in the company to protect the reporting person from retaliation.

ACADEMY and EVENTS

Our organization intends to:

- ensure, with equal roles and expertise, that genders are equally represented among panel speakers at roundtables, events, conferences or other event including scientific events;
- promote and support activities and events aimed at promoting gender equality and inclusion, including through posts and publications on its website.

COMMUNICATION AND MARKETING

MACPI SPA PRESSING DIVISION also promotes gender equality in its communication and marketing activities, avoiding the use of gender stereotypes and using diversity-conscious and inclusive language. To this end, the organization, in its activated communication and marketing activities, pursues gender equality, values diversity and supports women's empowerment.

TRAINING and PROFESSIONAL DEVELOPMENT.

Our organization is committed to providing equal development opportunities without any gender discrimination by setting transparent standards consistent with performance management and talent development processes.

MACPI SPA PRESSING DIVISION has established a Gender Equality Steering Committee and appointed a Gender Equality Management System Manager, to whom it entrusts the coordination of actions aimed at implementing this Policy.

On an annual basis, as part of the periodic review of the Gender Equality Management System by senior management, the policy is reviewed to confirm its validity, consistency with the actual business organization, and effectiveness.

At least once a year, and whenever it is subject to review, the gender equality policy is communicated and disseminated within the organization and to its stakeholders through publication on the corporate website, posting at offices and at local units subject to the services offered.

Palazzolo sull'Oglio, 05-04-2024

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In coordination with other members of the Steering Committee



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