

MACPI SPA PRESSING DIVISION wish to inform its internal and external stakeholders that it has undertaken the voluntary process of certification according to the UNI PdR 125:2022 reference practice.

The UNI PdR 125:2022 reference practice is an international standard that aims to provide guidelines on the management system for gender equality through the addition and monitoring of specific KPIs.

Recalling the classic management system reference model, UNI PdR 125:2022 provides for the measurement, reporting and evaluation of gender-related data in organizations in order to ascribe to them a level of maturity and measure desirable improvements over time.

To ensure a holistic measurement of the maturity level of individual organizations, six areas of assessment have been identified in regards of the different variables that distinguish an inclusive and gender-responsive organization:

- Culture and strategy;
- Governance;
- HR processes;
- Opportunities for growth and inclusion of women in the company;
- Pay equity by gender;
- Parenting protection and work-life balance.

Each indicator (KPI) is associated with a score, the achievement of which, or not, is weighted by the weight of the assessment area; a minimum overall summary score of 60% is expected to be achieved to determine the organization's access to certification.

MACPI SPA PRESSING DIVISION, from an initial internal assessment, has achieved a score that allows access to certification by the organization.

Over the next few years it will make every effort to decrease the gaps found.

MACPI SPA PRESSING DIVISION invites all its stakeholders to put in place management tools and systems whose joint action is aimed at starting that systematic path of cultural change in organizations and society as a whole, in order to achieve a more equal gender equality.

This declaration aims to promote a balanced and plural image of women and men by counteracting gender stereotypes and to promote the knowledge and dissemination of the principles of equality, equal opportunity and valuing gender differences.

In fact, gender stereotypes tend to condition the individual choices of men and women and the ethical dimension of social action, creating different expectations with respect to female and male behavior in the division of family roles, training and educational paths, employment choices, and professional careers, with even segregating repercussions in the world of work.

By adopting a management system according to the UNI PdR 125:2022 practice, we believe we can play a fundamental role in promoting those cultural changes necessary to counter discrimination and prejudice related to gender stereotypes, thus also favoring the fight against gender-based violence that is nurtured by them.

Therefore, it is agreed to identify responsible communication and awareness raising to our stakeholders as the main tools that can contribute to breaking down gender stereotypes and developing respect for women's and men's identities in a manner consistent with the evolution of gender roles in society.

It is well known how gender equality is an engine of economic growth and development, since the distribution of talents and skills between men and women is the same and women on average hold no less human capital and productivity than men, a full utilization of female talent becomes a key element in creating economic growth.

The goal of gender equality now assumed at the institutional, national and international level, from the UN 2030 Agenda to the European guidelines, requires radical interventions to overcome gender stereotypes, both in reference to the work and family context, and to unhinge the sources of inequality.

To bring about a real paradigm shift, it is necessary for the principles of gender equality and respect for diversity to be integrated into corporate objectives, and it is therefore necessary for organizations to equip themselves with appropriate tools and mechanisms to close the gaps that currently exist in the comparison of women's work such as:

- ☞ adoption of merit-based recruitment and promotion policies by ensuring that they are based solely on the skills and merit of candidates/candidates, without gender discrimination;
- ☞ reducing gender bias in selection processes, such as by training the human resources department on gender-neutral interviewing techniques;
- ☞ ensure equal pay for men and women performing the same or similar jobs by regularly conducting pay benchmarking to identify and correct any pay discrepancies;
- ☞ provide professional development opportunities and training to help women advance in their careers;
- ☞ implement flexible work policies to enable women to better balance family and work responsibilities;
- ☞ create an inclusive work environment that values gender diversity and promotes mutual respect, including raising awareness of gender equality issues to all/all employees and promoting a culture of respect and equality;
- ☞ support the presence of women in leadership positions by implementing, through internal promotion and active search, qualified female candidates;
- ☞ collect data and monitor gender equality metrics within the company, such as the representation of women in different positions and hiring and promotion rates;
- ☞ actively engage men in promoting gender equality, encouraging them to become allies and advocates for gender equality both in the workplace and in society at large.
- ☞ collaborate with organizations, government agencies and other companies dedicated to promoting gender equality to share experiences, learn best practices and promote large-scale changes.

MACPI SPA PRESSING DIVISION also promotes equal opportunities outside its organizational context and implements finalized interventions that include communication and engagement activities on issues of inclusion, gender equality and integration

Palazzolo sull'Oglio, April 5, 2024

Signature of Senior Management

