

GENDER EQUALITY

POLICY

Sommario

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THE PATH TOWARDS GENDER EQUALITY

With the aim of performing its mission in the best possible way and in accordance with its strategic vision, ManyDesigns has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR125:2022, as a valid tool to ensure gender equality relating to the presence and professional growth of women, enhancing the inclusive culture and the activation of processes capable of developing female empowerment.

Achieving certification for ManyDesigns represents only the first step in a path of implementing gender equality policies, with a view to improving and promoting gender equality. The certification, in fact, aims to accompany and encourage the organization to adopt policies suitable for reducing the gender gap with the resulting benefits for staff wellbeing, as well as reputational and ethical impacts.

GUIDING PRINCIPLES

The fundamental principles underlying ManyDesigns' Gender Equality Policy are:

- RESPECT FOR HUMAN RIGHTS
- IMPARTIALITY AND INCLUSIVENESS
- FAIRNESS AND TRANSPARENCY
- STAFF DEVELOPMENT AND ENHANCEMENT
- PROTECTION OF THE PERSON
- SAFETY AND HEALTH
- WORK-LIFE BALANCE
- PARTICIPATION AND INVOLVEMENT
- COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION

The attention with which ManyDesigns focuses its commitments, so that its GEMS meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the Gender Equality Strategy 2020-2025 defined by the European Union - by the pursuit of the following objectives:

- increasing women's participation in the labor market;
- reducing the pay and pension gap between men and women, also to combat female poverty;
- promoting equality between men and women in the decision-making process;
- Combating stereotypes, gender-based violence and protecting and supporting victims.

MANAGEMENT COMMITMENT

To facilitate the achievement of the stated principles and objectives, ManyDesigns' Management considers the continuous adoption of the GEMS essential in order to develop an organizational model that promotes gender equality and values equity and inclusiveness.

ManyDesigns commits to:

- adopting tools to prevent all forms of gender discrimination and to combat any act harmful to the dignity of staff, regardless of their role and level of responsibility;
- valuing diversity in every company process: from human resources recruitment and selection to access to training, from defining remuneration policies to performance evaluation and the attribution of reward systems,
- supplier selection to service provision/product supply;

- supporting the family welfare of its employees through work arrangements (smart working, part-time, flexible working hours) designed to promote work-life balance;
- promoting information, awareness-raising and staff engagement actions on the issues of equal opportunities and female empowerment, avoiding stereotypes and promoting the visibility of women's contribution;
- promoting communication, including through marketing and advertising activities, that transparently declares the desire to achieve gender equality and value diversity and support female empowerment;
- promoting the protection of parenthood and work-life balance: employees returning from leave maintain the same benefits they enjoyed prior to the leave;
- promoting gender equality in the organization and participation in round tables, events, and conferences, including scientific ones;
- promoting open communication. We encourage open and transparent communication, providing channels to express concerns or problems without fear of retaliation. Every employee is encouraged to report unethical behavior or situations of which they are aware;
- guaranteeing the protection of employment position as well as the salary level after maternity leave.

SPECIFIC GENDER EQUALITY POLICIES

Gender equality policies, developed in relation to the policy, concern the themes of the Strategic Plan:

- Selection and hiring (recruitment)
- Career management
- Pay equity

- Parenthood, care
- Work-life balance
- Prevention activities for all forms of physical, verbal, digital abuse (harassment) in the workplace

MONITORING AND IMPLEMENTATION OF THE POLICY

The general Gender Equality Policy and related policies, within the broader framework of the organization's programmatic guidelines, provide, in order to assess their suitability and the need to make changes or additions, jointly with the Gender Equality Steering Committee, the definition and periodic Review of gender equality objectives.

DISSEMINATION OF THE POLICY

The gender equality policy is communicated and disseminated to all staff and stakeholders through internal communication and publication on the institutional website.

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