

DONDUP
MADE IN ITALY

Gender equality policy

The top management of ARCADIA SRL has defined this Gender Equality Policy in agreement with the company's steering committee and in accordance with the UNI 125:2022 Reference Practice.

At ARCADIA SRL, we recognize the value of individuals and view their unique differences as a strength and an opportunity for company growth. We also believe that contributions from both genders should always be equally evaluated in internal decision-making processes. Therefore, the establishment and reinforcement of a gender equality culture at ARCADIA SRL are foundational to a business strategy based on talent, meritocracy, and long-term sustainability.

ARCADIA SRL declares its commitment to pursue gender equality, to value diversity, and to support female empowerment. This policy is directed to all employees and collaborators of ARCADIA SRL and is shared with all its key stakeholders, suppliers, and clients with the aim of making a greater impact within its value network and being a benchmark for other corporate entities.

In particular, ARCADIA SRL pledges to:

- Hire individuals with diverse backgrounds and abilities, pursuing gender parity in the selection and hiring process by identifying a candidate pool that is predominantly balanced between men and women. At the same time, it commits to emphasize the importance of meritocracy: experiences, abilities, and skills guide the selection of the best candidates. The selection process is strengthened by the adoption of standardized procedures to ensure equal opportunities at every stage. Additionally, it commits to provide adequate training on gender equality and cognitive biases that may negatively impact the selection processes to those involved in the hiring processes.
- Encourage constant dialogue between management, middle management and all staff in the performance evaluation process, reinforcing everyone's commitment to achieve company goals, also through the definition of projects that do not present any gender discrimination, and promoting constructive dialogue aimed at accountability through the use of feedback as continuous improvement.
- Offer equal opportunities for growth and development without any gender discrimination, providing targeted training sessions for all employees to raise awareness throughout the organization on the theme of valuing differences, gender equality and inclusion; specifically, unit managers are sensitized to issues related to unconscious bias and the ability to communicate inclusively.
- Involve, fairly, both women and men in all annual initiatives and training programs.
- Promote a culture based on meritocracy and respect for individuals regardless of gender.
- Always ensure adequate selection of candidates from the underrepresented gender, with the aim of maintaining gender balance in leadership positions.

- Ensure fairness and equal access to the same remuneration for all employees and collaborators regardless of gender.
- Improve the work-life balance of its employees and collaborators in all stages of their personal and professional lives through the adoption of non-penalizing flexible work arrangements (e.g., summer hours) and compatible schedules with assigned objectives.
- Support employees and collaborators during and after long periods of absence from work, avoiding any discrimination during and after leave, allowing them to stay in touch with the company during the absence and facilitating reintegration afterward.
- Prevent physical and verbal violence and sexual harassment in the workplace (also by third parties) through a dedicated awareness-raising program on gender harassment that creates awareness among individuals and guides them in their daily behaviors.
- Ensure the implementation of procedures and the company's gender equality management system as described, for example, in the following documents:
 - o PR 01 – Personnel Selection
 - o PR 02 – Parental and Care Management

In order to continuously and accurately monitor the commitments made, ARCADIA SRL has established a set of specific performance indicators appropriate to the company's reality.

Fossombrone, 07/11/2023

The Management of ARCADIA

Matteo Anchisi

A handwritten signature in black ink, appearing to read 'Matteo Anchisi', with a horizontal line extending to the right.