Diversity & Inclusion and Gender Equality Policy

MER MEC Group considers people a fundamental factor for the success of its organisation and believes that the promotion of an inclusive, fair and diversity-based organisational culture can allow individuals to thrive, ensuring their full expression and their complete valorisation. This culture allows to introduce new ways of thinking and different points of view, elements at the base of a business founded on continuous innovation.
In addition, a more impartial, more inclusive and socially responsible organisation is believed to be able, over time, to retain its resilience, sustainability and reputation.
MER MEC Group summarises its commitments in this regard within this policy.

The Top Management of MER MEC Group, with the aim of:

- Promoting corporate values of excellence, solidarity and integrity;
- Guaranteeing impartiality, eliminating prejudices and repudiating all forms of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social category and religious faith;
- Promoting inclusive and transparent working conditions that remove cultural, organisational and relational obstacles, promoting an optimal balance between private and professional life;
- Promoting parenthood and family care by enhancing opportunities for all potential beneficiaries, without gender bias;
- Ensuring equal opportunities for development and professional growth according to meritocratic principles, excluding all forms of discrimination and impartiality;
- Enabling people, regardless of identity, context or circumstances, to access work and develop knowledge, skills and abilities fundamental to their personal development and well-being;
- Contributing to the Sustainable Development Goals of the United Nations SDGs of:
    - Gender Equality (SDG 5);
    - Decent Work and Economic Growth (SDG 8);
    - Industry, Innovation and Infrastructure (SDG 9);
    - Reducing Inequalities (SDG 10).

undertakes to:

Diversity & Inclusion and Gender Equality Management System	Implement, activate, maintain and improve over time the Management Systems for Diversity & Inclusion according to ISO 30415 and Gender Equality according to UNI/PdR 125, determining and communicating their field of application.

Context of the organisation	• Analyse its context ensuring identification and periodic review of:
	  ○ Internal and external factors relevant to the Diversity&Inclusion (D&I) and Gender Equality Management System
	  ○ Stakeholders and their needs and expectations.

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- Develop an organisational context that supports the inclusion, equality and enhancement of diversity, since these are considered fundamental values for creating an open and stimulating work environment for the birth of innovative business ideas.

Leadership and Resources

- Identify and assign roles, responsibilities and authorities necessary for the functioning of the Diversity & Inclusion and Gender Equality Management System;
- Create a "Gender Equality Guidance Committee" with the responsibility for implementing and activating a strategic plan to support this policy, collect data, make proposals and give opinions on the issues of equal opportunities and inclusiveness in the workplace, and in particular those related to training, information, career, organizational aspects that affect the compatibility of time spent in professional commitment and that devoted to care work;
- Demonstrate commitment to D&I and Gender Equality and represent role models of behaviour consistent with D&I and Gender Equality principles, shared values, and beliefs;
- Promote the culture of Impartiality, Diversity and Inclusion as a success factor, guiding and supporting people to contribute to the effectiveness of the management system;
- Encourage the transversal promotion of gender equality at each level of contract classification;
- Promote a language that helps dialogue and the overcoming of discriminatory and sexist expressions or manifestations in dialogues and internal and external communications;
- Provide the necessary resources for the effective implementation and maintenance of the Diversity and Inclusion and Gender Equality Management System;
- Encourage a reduction in the gender pay gap;
- Promote gender equality in decision making.

Consultation and Participation

Activate effective processes for the consultation and participation of the personnel, at all applicable levels and functions, and of stakeholders in general, also through the appointment of their representatives, aimed at planning, development, implementation, evaluation of effectiveness and continuous improvement of the Diversity and Inclusion and Gender Equality Management System.

Risk and Opportunity Assessment

- Continuously and proactively identify the risks and opportunities for Diversity and Inclusion and Gender Equality arising from the analysis of the internal and external context, stakeholders and compliance obligations;
- Identify, implement and verify the effectiveness of countermeasures necessary for eliminating risks at source or, where not possible, minimising them and the actions necessary to pursue opportunities.

Competence and awareness

Promote the process of growth and active involvement of human resources, implementing training and awareness programmes for the personnel at all levels, ensuring that they are aware of the importance and relevance of their activities and how they contribute to the achievement of company objectives.

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Communication

Disseminate and inform, in the company and abroad, on the Diversity and Inclusion and Gender Equality policy, on the results achieved and on the improvement plans through:

- Posting of the policy statement in communication points within the company and publication on company websites;
- Constant publicity of the objectives and results achieved through available media;
- Promotion of Diversity & Inclusion and Gender Equality issues through awareness campaigns;
- Posts and publications on its website and social media.

Operational controls

Implement operational controls in business processes to prevent any form of discrimination in the management of human resources and stakeholders in general, the design and development of products and services placed on the market, including supply chain management.

Monitoring and improvement of D&IMS

- Maintain constant monitoring of the degree of compliance of the Diversity & Inclusion Management System and Gender Equality through:
    - Internal and/or external audits;
    - Correction of non-compliance and implementation of corrective actions;
    - The periodic review of the Diversity & Inclusion Policy and Management System.
- Implement specific improvement programs based on risk and opportunity analyses;
- Monitor progress towards the set gender equality goals by defining a "Strategic Plan for Gender Equality";
- Implement a violation reporting system and a sanctioning system to monitor and remedy situations of:
    - physical, verbal and digital abuse against employees;
    - sexual harassment against employees;
    - discrimination in recruitment and selection;
    - discrimination in the field of equal opportunities in professional development and promotion;
    - failure to respect the rights of workers in the field of work-life balance;
    - unequal pay.
- Provide for the periodic evaluation of Management Systems through specific metrics, defining action plans that strengthen the tools provided for the implementation of D&I and Gender Equalities policies.

This policy states and pursues the themes of gender equality, enhancement of diversity and women's empowerment and is based on the principles of:

- Career Management
- Wage equality
- Parenthood and care
- Work-life balance
- Abuse and harassment prevention

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Career Management

MER MEC by adopting standardised and documented procedures for the management of the entire human resources life cycle ensures equal opportunities at all stages. In particular, in the professional growth and promotion of its staff, is committed to pursuing gender balance, ensuring equal access to roles of responsibility, also with managerial content, based only on skills, qualifications and abilities.

Wage Equality

MER MEC guarantees responsible, fair, transparent and documented remuneration mechanisms and is committed to providing an equal wage level that reflects the skills, abilities and professional experience of each employee ensuring the application of the principle of equal opportunities, with the aim of pursuing pay equity by monitoring any gaps. It also undertakes to regularly inform employees of the remuneration policies adopted, also with reference to benefits, rewards and welfare programmes which, according to the company's culture, take into account the needs of all kinds of people.

Parenthood and care

MER MEC intends to constitute no obstacle to parenthood, supporting motherhood and fatherhood through activities aimed at meeting the needs of those who, due to their state connected with parenthood, must balance his efforts between work and new occurrences. The Company supports this intention as follows:

- It provides specific training programmes for reintegration after maternity and paternity leave and implements the provisions of the CCNL and the ILO conventions and recommendations on the protection of parenthood;
- Motherhood is assisted before, during and after birth;
- It undertakes to promote paternity leave so that all potential beneficiaries can take it for the entire period provided for by law;
- Leave returns are supported by specific re-orientation initiatives;
- It is committed to promoting the family welfare of its employees, both in economic terms and in terms of flexible working hours and agile work.

Work-life balance

MER MEC has equipped itself with measures, such as smart working, flexible hours to guarantee all staff the work-life balance and in this regard:

- promotes flexibility to enable part-time work on request;
- offers flexible working hours with simple and accessible rules and procedures;
- periodically reviews any requests for flexibility needs of its employees/collaborators;
- offers the possibility of smart working or other forms of flexible work on request;

provides tools for telematics connection to all staff.

Abuse and harassment prevention

MER MEC does not tolerate any type of harassment, guaranteeing the physical and moral integrity of its employees and working conditions respectful of individual dignity, as stated in its Code of Ethics.
MER MEC, through training and awareness raising initiatives, is committed to ensuring that all its employees or external collaborators are aware of what constitutes harassment, the way any problems are reported and the possibility of describing alleged harmful acts safely.

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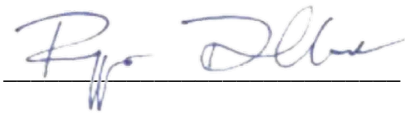
MER MEC Group makes available several channels so that any employee who believes he is being harassed at work because of his gender, or who believes he is a victim of sexual discrimination, can freely report it.
MER MEC Group, through the Committee, investigates all harassment reports received and if it is established that an employee has committed harassment or discrimination, will take immediate and appropriate corrective action, regardless of the severity of the offence.
People interested at the resolution of complaints are bound to secrecy (confidentiality) regarding facts and information which they become aware of during their handling.

All personnel of MERMEC Group companies, at any level, according to the authorities and responsibilities received, are responsible for the timely application of the requirements contained in the Diversity and Inclusion Management Systems.

True and faithful copy of the Italian Version

Monopoli, 23/12/2025



Ruggiero Delcuratolo
MERMEC Group Managing Director

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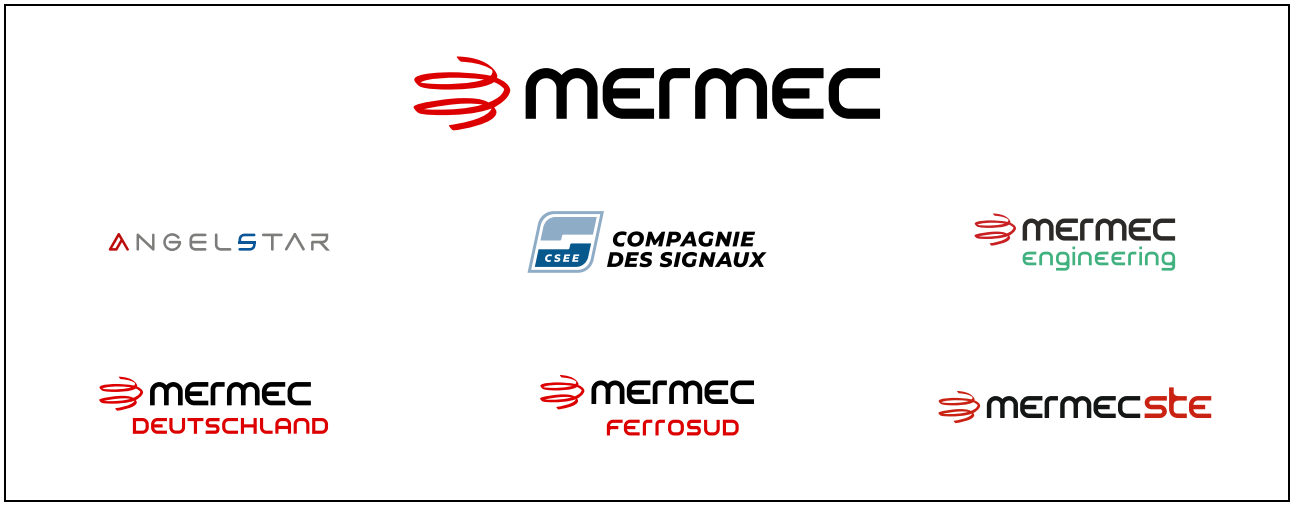

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