# GENDER EQUALITY POLICY

**Document Code: PG-POL-01**
**Revision: 00 - Date: 02.03.2026**
**Reference Standard: UNI/PdR 125:2022 (sec. 6.1 – Gender Equality Policies); Legislative Decree 198/2006; Law 162/2021**
**Prepared by: Gender Equality** Steering Committee
**Approved by:** OXI S.r.l. General Manager

## 1. Introduction and Scope

OXI S.r.l., operating in the mechanical engineering and engineering design sector, recognizes gender equality, diversity, and inclusion as fundamental values of its organizational culture and key drivers of growth, competitiveness, and employee well-being.

Through this Policy, Management expresses its commitment to establish, implement, and maintain a Gender Equality Management System compliant with UNI/PdR 125:2022, aimed at preventing and reducing gender gaps and promoting equal opportunities across all company processes.

This Policy is consistent with the objectives of the United Nations 2030 Agenda (SDG 5 – Gender Equality and related targets) and applies to all OXI S.r.l. employees, across all locations and operating units.

## 2. Principles and Enhancement of Diversity

OXI S.r.l. operates according to the principles of fairness and equal treatment and does not tolerate any form of direct or indirect discrimination based on gender, age, ethnic or social origin, nationality, disability, health condition, religious beliefs, political opinions, gender identity, or sexual orientation.

The Company values gender balance and is committed to overcoming stereotypes, prejudice, and unconscious bias in order to create an environment where every individual can fully express their potential.

## 3. Legal and Regulatory References

This Policy gives effect, among others, to the principles established by the Constitution of the Italian Republic (Articles 3 and 37), Legislative Decree 198/2006 (Code of Equal Opportunities for Men and Women), Law 162/2021, Directive (EU) 2023/970 on pay transparency, legislation concerning work-life balance (Directive (EU) 2019/1158 and Legislative Decree 105/2022), Legislative Decree 24/2023 on whistleblowing, and ILO Convention No. 190.For the complete and updated regulatory framework, reference should be made to the document “Register of Regulatory and Legislative References” (PG-NOR-01).

## 4. Management Commitments

Within the six areas defined by the standard, OXI S.r.l. commits to:

**a) Culture and Strategy:** promote an inclusive culture and gender-neutral, respectful language, adopting a zero-tolerance approach toward any form of harassment, abuse, or discrimination;

**b) Governance:** maintain a dedicated organizational body (Steering Committee), allocate adequate financial resources, and assign Diversity, Equity & Inclusion (DEI) objectives to executives and managers as part of their performance evaluation;

**c) HR Processes:** ensure recruitment, hiring, and performance evaluation processes that are non-discriminatory and based solely on competencies and professional qualifications;

**d) Women's Career Development and Inclusion:** ensure equal access to training, professional development, and career progression opportunities;

**e) Gender Pay Equity:** guarantee equal pay for equal roles and levels, ensuring transparency in remuneration, benefits, and incentive policies;

**f) Parenthood Protection and Work-Life Balance:** support parenthood, encourage paternity leave, and promote flexible working arrangements and smart working opportunities.

The Company also undertakes to promote gender equality principles externally by favoring, whenever possible, relationships and partnerships with suppliers, agencies, and business partners that demonstrate a similar commitment to these values.

## 5. Gender Equality Steering Committee

Management establishes the Gender Equality Steering Committee, granting it autonomy and independence from operational reporting lines, with responsibility for overseeing, implementing, and monitoring the Gender Equality Management System.

The composition, roles, and operating rules of the Committee are defined in the appointment letter (PG-NOM-01) and the related regulation (PG-REG-01). Its organizational position is represented in the company organizational chart (PG-ORG-01) to clearly demonstrate its independence.

Within the Committee, a designated representative is appointed to oversee protection against harassment and workplace bullying.

## 6. Resources and Budget

Management allocates the financial, organizational, and technical resources necessary to support activities related to inclusion, gender equality, and integration, including training, welfare initiatives, communication, and events.

Such resources are formalized in the dedicated budget document (PG-BUD-01).

## 7. Objectives, Indicators, and Monitoring

Improvement objectives are defined in the Strategic Plan (PG-PST-01), structured by area, measured through Key Performance Indicators (KPIs), and reviewed at least annually.

The system is designed to achieve and maintain the overall score required by the standard for obtaining and retaining certification.

DEI objectives are assigned to top management and managers and constitute a parameter in their performance assessment.

## 8. Reporting Mechanisms and Prevention of Harassment and Abuse

OXI S.r.l. provides all employees with a reporting channel, including the possibility of anonymous reporting, through which harassment, abuse, discrimination, or inequality concerns may be reported.

This channel is integrated into the Company's existing whistleblowing system (Legislative Decree 24/2023), assigning gender equality-related matters to the Steering Committee and ensuring confidentiality and protection of whistleblowers in accordance with the dedicated procedure (PG-PRO-01) and prevention plan (PG-PRO-02).

## 9. Integration with the Corporate Management System

This Policy is drafted in alignment with the Company's Code of Ethics and is integrated with other corporate policies and procedures, including those related to human resources, communication, welfare, and whistleblowing.

It serves as the reference policy document for all matters concerning gender equality.

## 10. Communication and Dissemination

This Policy is communicated to all employees, made available to interested parties, and published on the Company website as evidence of the organization's public commitment to gender equality.

## 11. Periodic Review and Update

This Policy is subject to periodic review, at least annually, by Top Management with the involvement of the Steering Committee, in order to verify its adequacy and effectiveness and to update it whenever regulatory, organizational, or strategic changes occur.

Place & Date: Grugliasco (TO), 02.03.2026

**OXI S.r.l. — General Manager**
Dott. Andrea Berardo — Procuratore Speciale
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