

GENDER EQUALITY POLICY

Premise

ILSAP Srl (hereinafter "Company") undertakes to carry out its production activity", while promoting a inclusive and equal work environment. The policy reflects the Management's commitment to ensuring operational excellence and enhancement of human resources, in accordance with UNI/PdR 125:2022 practice.

Commitment to Gender Equality

The Company is equally committed to promoting gender equality and creating an inclusive and respectful work environment.

Commitments to gender equality include:

- Adoption of hiring and personnel management practices that value diversity.
- Implementation of fair and transparent remuneration policies.
- Support for family welfare through flexible working arrangements.
- Promoting the visibility and contribution of women within the company.
- Raising staff awareness on issues of equal opportunities and female empowerment.

Specific Objectives

Aware of its commitments, the Management undertakes to:

- Reduce the pay and pension gap between men and women.
- Promote women's participation in corporate decision-making processes.
- Promote work-life balance through smart working and flexible hours.
- Counteract gender stereotypes and support victims of violence and discrimination.

Monitoring and Implementation

The gender equality policy is monitored through periodic reviews and feedback from staff and stakeholders.

The objectives are reviewed annually to ensure their continued relevance and effectiveness. The policy is communicated to all staff and published on the company website to ensure transparency and involvement.

10/07/2026

Administrator's Stamp and Signature


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