



GENDER EQUALITY POLICY

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The following Gender Equality Policy, defined by the Top Management of **FOOD SERVICE S.R.L.** in collaboration with the Steering Committee, outlines the principles, objectives, and guidelines that define the Organization's commitment to gender equality, diversity enhancement, and female empowerment.

To this end, it ensures that the management of all stages of a resource's lifecycle within the Organization – from selection to access to training and growth paths, including compensation – is guided by the principles of equal opportunities, inclusion, and meritocracy. Appropriate reporting and monitoring systems are guaranteed to identify and eliminate any possible misalignments.

FOOD SERVICE S.R.L. has decided to adopt a corporate policy aimed at reducing the gender gap in all areas considered most critical: opportunities for professional growth within the company, pay equality, gender difference management policies, maternity protection, and a focus on measuring, reporting, and evaluating diversity-related data with the goal of bridging any gaps, including a dedicated budget.

This Gender Equality Policy applies to all internal staff and external personnel who collaborate continuously with the organization.

FOOD SERVICE S.R.L. commits to:

- Implementing human resource management and development practices that promote an inclusive culture for access to company roles and career growth, ensuring equal opportunities for all staff and strengthening the female gender.
- Respecting and emphasizing the culture of diversity and inclusivity, pursuing the creation of the best possible conditions to attract, develop, and retain talented individuals, and establishing the goal of defining a corporate welfare plan that includes initiatives to improve the well-being of individuals both in the workplace and in balancing professional and private life.
- Communicating transparently, internally and externally (including marketing and advertising activities), the intention to pursue gender equality, value diversity, and support the occupational increase of the female gender.
- Creating an inclusive, collaborative, supportive, transparent, and open work environment for all staff.
- Ensuring gender pay equity, facilitating women's participation and retention in the work context, supporting caregiving responsibilities, valuing skills, and ensuring fair compensation for jobs and occupations with equivalent socioeconomic value.
- Ensuring equal opportunities in skill development and the application of individual talents, guaranteeing fair and equal participation in training and enhancement paths for both genders.

FOOD SERVICE S.R.L. defines detailed objectives in the Strategic Plan through Key Performance Indicators (KPIs) based on the six thematic areas indicated in UNI/PdR 125:2022:

- **Culture and strategy:** improving the organization's work environment by promoting and supporting inclusion, gender equality, and the enhancement of gender diversity.



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- **Governance:** implementing an organizational governance model to define adequate organizational structures and the presence of the minority gender in the organization's steering and control bodies, as well as processes to identify and remedy any instances of non-inclusion.
- **HR processes:** implementing HR processes related to different stages characterizing a resource's lifecycle in the organization based on inclusion and respect for diversity principles.
- **Opportunities for women's growth and inclusion in the company:** improving the organization's ability to create gender-neutral access to internal career and growth paths and the corresponding acceleration.
- **Gender pay equity:** implementing processes for remuneration balancing.
- **Parental protection and work-life balance:** implementing policies to support personnel in their parenting and caregiving activities.

FOOD SERVICE S.R.L. prepares and disseminates a communication plan to stakeholders regarding its commitment to gender equality and diversity and inclusion, ensuring that communication is consistent with the principles of the Policy and the objectives established and implemented through the strategic plan. Staff are required to respect, in their relevant activities, what is indicated in the Management System and associated policies and to apply the principles contained in this Policy on a daily basis.

The suitability of this Policy is reviewed annually during the review activities of the Business Management System.

The responsibility for implementing this Policy is entrusted to the Gender Equality Steering Committee.

The Management