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This Gender Equality Policy, established by the Senior 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 and the promotion of diversity.

In this regard, FOOD SERVICE S.R.L. aims to enhance diversity within its roles and maintain processes that foster women's empowerment in its core activities.

The organization's efforts to ensure the achievement and maintenance of this goal focus on the following areas, as outlined by UNI PdR 125:2022:

1. Culture and Strategy
2. Governance
3. HR Processes
4. Opportunities
5. Pay Equity
6. Parenthood

Results Based on Stakeholder Satisfaction

The organization intends to ensure gender equality through concrete actions that comply with the requirements/indicators defined for each area, and that are truly and tangibly appreciated by its employees, who are the key stakeholders in the outcomes of the management system.

The organization implements initiatives to promote equal opportunities beyond its internal context, as outlined in this policy, which is published on the company's website.

The organization seeks to address employee satisfaction at all times and in all circumstances throughout their professional life cycle, focusing on the following aspects:

- Recruitment and hiring
- Career management
- Pay equity
- Parenthood and caregiving
- Work-life balance
- Prevention of abuse and harassment

For each of these aspects, the organization has established specific policies detailed below. For every policy, the organization has set specific and measurable gender equality goals included in the strategic plan.

SPECIFIC POLICIES FOR GENDER EQUALITY

In analyzing its business processes, the organization has identified and established the principles to be upheld in relation to each of the points illustrated below. These principles serve as guiding criteria for addressing gaps based on the indicators outlined by UNI PdR 125:2022.

RECRUITMENT AND HIRING

In its recruitment and hiring activities, our organization adheres to the following principles for continuous improvement:

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- Job postings use neutral language, and no inquiries are made about marital status, pregnancy, or caregiving responsibilities.
- The selection, training, and management of personnel are conducted without any form of discrimination, applying criteria of merit, competence, and professionalism.
- Discriminatory behavior based on political or union opinions, religion, race, nationality, age, gender, sexual orientation, health status, economic conditions, or any personal characteristic is not tolerated.

CAREER MANAGEMENT

Our organization recognizes that economic performance depends on its human resources, and all career development opportunities are based solely on results and individual merit, regardless of gender.

FOOD SERVICE S.R.L. constantly monitors staff performance in terms of learning and personal development. As part of its inclusion of gender equality principles in company policies and objectives, the continuous management of staff performance includes:

- Recognition of inclusive behavior and rewarding those who exhibit it.
- Addressing discriminatory and prejudiced behavior.

Performance evaluation is primarily based on HR managers' observation of staff behavior. These insights are shared with Senior Management, which also receives reports from employees through established mechanisms.

The organization is committed to offering equal development opportunities without gender discrimination.

PAY EQUITY

At the time of hiring and throughout employees' careers, our organization ensures pay equity regardless of gender. It does not asymmetrically consider costs for remunerating individuals of different genders.

PARENTHOOD AND CAREGIVING

Our organization is committed to removing obstacles to parenthood and supporting maternity and paternity through initiatives aimed at meeting the needs of employees balancing work with parenting.

The organization upholds these principles:

- Maternity and paternity are supported through information initiatives and reintegration programs to ease employees' return to work.
- Paternity leave is actively encouraged, ensuring all eligible employees take full advantage of the legally allowed period.
- Support for work-life balance is promoted through specific measures, such as flexible working arrangements.

WORK-LIFE BALANCE

Our organization ensures that its employees can manage time between work and personal life, striking a balance that considers company objectives and the employees' physical and mental well-being, derived from greater autonomy.

The guiding principles for work-life balance are:

- Work-life balance measures are available to all employees, regardless of gender.
- The organization adopts part-time schedules, flexible hours, and remote work arrangements.

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ACADEMY AND EVENTS

Our organization is committed to:

- Ensuring equitable gender representation among speakers at panels, events, conferences, and other gatherings, including scientific events, based on equal roles and competencies.
- Promoting and supporting activities and events that foster gender equality and inclusion through posts and publications on the company's website and social media.

TRAINING AND PROFESSIONAL DEVELOPMENT

This Policy is reviewed annually during the periodic system review by Senior Management to confirm its validity, alignment with the company's organization, and effectiveness.

At least once a year, or whenever revised, the Gender Equality Policy is communicated and disseminated within the organization and to stakeholders through publication on the company website, office postings, and, where appropriate, via intranet distribution.

The Management