

SWG1 - The Equal Gender Opportunity Policy

The Company within the scope of its activities of:

SCOPE OF APPLICATION



Measures to ensure gender equality in the work environment in its field of business of yarn production and sales.

has established policies on gender equality issues to ensure a work environment that is inclusive of everyone, management has defined its commitment to gender equality issues through an internal committee that oversees the commitments in this document and the achievement of the goals defined in the strategic plan.

This document will be reviewed annually during management review in the presence of the gender equality committee.

To ensure the implementation of the commitments defined in this document, management has defined economic resources entrusted to the gender equality committee such as to ensure the achievement of the defined objectives.

Our organization treats all its collaborators, (we define collaborators as all individuals with whom we have an employment relationship of any nature), equally, guaranteeing equal opportunities and conditions.

Our organization has established guidelines for gender equality with respect to recruitment, salary, compensation, training, promotion, dismissal, retirement, and does not implement or support actions that discriminate on the basis of race, caste, nationality, origin, religion, disability, sex, orientation, membership in associations and trade unions, political orientation, age.

Our organization has established guidelines in terms of gender equality for all its staff, with ways of professional growth and fair and impartial **career advancement**, equal opportunities and rights are guaranteed to every employee, every choice is dictated by a principle of merit and/or professionalism.

Our organization has established guidelines in terms of gender equality to ensure **fair training** for all its staff, the choice of whether or not to enroll an employee in a training course is dictated by merit criteria or mandatory professional development courses due to specific technical standards, changes to mandatory regulations, however, leaving each employee, who wants to enroll to increase his or her cultural background the freedom to participate.

Our organization opposes all forms of discrimination (of race, caste, nationality, origin, religion, disability, sex, sexual orientation, membership in associations and unions, political orientation, age).

Our organization prohibits any form of PHYSICAL, VERBAL, DIGITAL ABUSE (MOLESTY) in WORKPLACES and carries out activities to prevent all forms of physical, verbal, digital abuse (harassment) in the workplace, including sexual harassment in any form.

Our organization does not permit **behavior**, including gestures, language and/or physical contact, mental, physical, sexual coercion, verbal abuse, threatening and abusive or exploitative.

Our organization has defined **reporting** tools to ensure that every employee is able to express his or her opinion even in absolute anonymity, to be able to communicate ideas for improvement, to be able to make reports in terms of gender equality, and to be protected from retaliation.

Our organization informs and trains staff to ensure **awareness** of gender equality issues.

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Our organization ensures that following complaints, **external reports**, and/or gender equality reports there are checks conducted by a committee not involved in the process and that they have resources and tools to be able to carry out investigations into the case.

Our organization is committed to ensuring equal opportunity at the time of **hiring** and during the training and employment of each and every employee, establishing criteria that may not discriminate or undermine on the basis of gender and encourage the reconciliation of **personal and work life times**.

Our organization is committed to communicating to all stakeholders by any means its commitment to gender equality policies and **women's empowerment**.

Our organization is committed to ensuring that all its employees, WHEREAS there are **BENEFITS** the maintenance of the same as defined in the employment contract even during periods of maternity/paternity leave, is committed to defining and applying flexible work arrangements to improve work-life balance.

The gender equality committee is committed to the development and monitoring of a strategic plan on gender equality issues that defines indicators applicable to the organization, strengths and weaknesses goals, actions to achieve gender equality, and training paths in terms of gender equality.

Our organization, in order to ensure that both company, employees and stakeholders have the opportunity to contribute to the improvement of the Gender Equality Management System, allows each worker to submit reports in relation to facts and incidents with respect to gender equality issues, violations of selection and recruitment policies, complaints with respect to gender equality issues, any whistleblowing mechanisms, incidents or reports of violence or abuse, KPIs that are not in line, occurred in or related to the work environment and contrary to the principles of UNI PDR 125/2022. For this reason, the organization has designated the members of the **Gender Equality Committee** as a specific contact person, whom they can contact, and has set up **an anonymous reporting channel**. Therefore, anyone can send any communication regarding non-compliance with gender equality issues, using the appropriate **Link that will be provided (updates will follow)**.

The Company intends to constantly review its activities/services to minimize the effects generated with a view to continuous improvement, using all feedback information as well as recommendations from other stakeholders. This must be done by always preferring the best available and economically feasible technologies.

Goals, Objectives and Programs are established and reviewed during **Periodic Management Reviews**.

Suedwolle Group Italia SpA



SUEDWOLLE GROUP ITALIA S.P.A.
Società a Socio Unico
Via del Mosso, 10
13894 GAGLIANICO (BI)
C.F./P.IVA 01221210022