



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.

The company has defined policies on gender equality issues to ensure an inclusive work environment for everyone. The management has defined its commitment to gender equality issues through an **internal committee** that oversees the commitments of this document and the achievement of the objectives defined in the strategic plan.

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

To ensure the implementation of the commitments defined in this document, the management has **allocated financial resources** to the gender equality committee to ensure the achievement of the defined objectives.

Our organization treats all its employees (we define employees as all individuals with whom we have a working relationship of any kind) equally, ensuring **equal opportunities and conditions**.

Our organization has established guidelines for **gender equality** regarding recruitment, salary, compensation, training, promotion, dismissal, retirement, and does not implement or support discriminatory actions based on race, caste, nationality, origin, religion, disability, gender, sexual orientation, membership in associations and unions, political orientations, or age.

Our organization has established guidelines in terms of gender equality for all staff, with modes of professional growth and fair and impartial **career advancement** guaranteed to every employee equal opportunities and rights, with every choice 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 to enroll or not enroll an employee in a training course is dictated by merit criteria or mandatory professional development courses due to specific technical regulations, leaving every employee the freedom to participate in order to enhance their cultural background.

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

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

Our organization does not allow **behaviors**, including gestures, language, and/or physical contact, mental, physical, sexual coercion, verbal, threatening, offensive, or exploitative.

Our organization has defined **reporting tools** to ensure that every employee can express their opinion even in absolute anonymity, provide improvement suggestions, make reports in terms of gender equality, and be protected from any retaliation.



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

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

Our organization is committed to ensuring equal opportunities at the time of **hiring** and during the training and work path of each individual employee, defining criteria that do not discriminate or harm based on gender and favoring the reconciliation of **personal and work life**.

Our organization is committed to communicating its commitment to gender equality policies and **female empowerment** to all stakeholders through any means.

Our organization is committed to ensuring that all its employees, IF there are **BENEFITS**, maintain the same benefits defined in the employment contract even during maternity/paternity leave periods, and is committed to defining and applying flexible working methods to improve work-life balance.

Our organization ensures that genders are equally represented among the speakers on **panel discussions**, events, conferences, or other events, including scientific ones.

Our organization, with reference to Internal **Mobility and Succession to Managerial Positions**, is committed to:

- Promoting the professional growth of internal resources
- Ensuring equal access to roles of responsibility and career development
- Fostering an inclusive and meritocratic organizational culture
- Preventing any form of discrimination in the selection and internal promotion phases

The organization adopts a structured plan to ensure continuity in leadership and the development of future leaders, through the identification and preparation of internal talents adopting the following selection criteria:

- Proven managerial and technical skills
- Inclusive leadership and change management capabilities
- Performance evaluation, growth potential, and soft skills

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

Our organization, in order to ensure both employees of the company and stakeholders the opportunity to contribute to the improvement of the Gender Equality Management System, allows each worker to submit reports regarding facts and incidents related to gender equality issues, violations of selection and hiring policies, complaints regarding gender equality issues, any whistleblowing mechanisms, incidents or reports of violence or oppression, KPIs not in line, occurring in the work environment or related to it and in contrast with the principles of UNI PDR 125/2022. For this reason, the organization has designated specific contacts, to whom to turn, the members of the **Gender Equality Committee**, and has set up an **anonymous reporting channel**; therefore, anyone can send any communications regarding the non-compliance with gender equality issues using the following link: <https://suedwollegroup.wallbreakers.it/#/>



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

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

Gaglianico, January 2025

Suedwolle Group Italia

A handwritten signature in black ink, appearing to read "De Monte".

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