GENDER EQUALITY POLICY

SUEDWOLLE GROUP ITALIA SPA promotes gender equality in its activities.

Scope

This policy defines the measures to ensure gender equality in the workplace, with reference to the following activities:
Production and distribution of yarns.
The Company has established gender equality policies aimed at ensuring an inclusive working environment in which everyone feels welcomed and respected. Management puts this commitment into practice through an **internal committee**, which oversees the implementation of this policy and the achievement of the objectives set out in the strategic plan.
This policy is reviewed annually by Management, with the participation of the Gender Equality Committee.
To implement the commitments set out in this policy, Management provides the Gender Equality Committee with **financial resources** adequate to achieve the defined objectives.
The Company recognizes the value of every person and guarantees **equal opportunities and conditions** to everyone with whom it has an employment relationship, regardless of its nature.
Our organization has established guidelines for **gender equality** regarding recruitment, wages, remuneration, training, promotion, dismissal and retirement, and does not engage in or support discriminatory actions on the grounds of race, caste, nationality, origin, religion, disability, sex, sexual orientation, membership of associations and trade unions, political views or age.
Our organization has established gender equality guidelines for all personnel, providing fair and impartial opportunities for professional development and **career advancement**. Every employee is guaranteed equal opportunities and rights, and every decision is guided by merit and/or professional competence.
The Company adopts guidelines to ensure **equal training opportunities** for all personnel. Participation in courses is determined on the basis of merit and mandatory professional development requirements arising from specific technical standards or changes to applicable legislation. Everyone remains free to participate in training initiatives to enhance their cultural and professional knowledge.
Our organization combats all forms of discrimination (on the grounds of race, caste, nationality, origin, religion, disability, sex, sexual orientation, membership of associations and trade unions, political views or age);
Our organization prohibits any form of PHYSICAL, VERBAL OR DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE and carries out activities to prevent all forms of physical, verbal or digital abuse (harassment) in the workplace, including sexual harassment in any form.

Our organization does not permit **conduct**, including gestures, language and/or physical contact, mental, physical or sexual coercion, or verbal abuse that is threatening, offensive or intended to exploit.
The Company provides **reporting tools** that allow everyone to express their opinion, propose improvements and report concerns regarding gender equality, including anonymously, with protection against any retaliation.
The Company provides information and training to personnel to promote **awareness** and understanding of gender equality issues.
In the event of complaints, **external reports** or other reports concerning gender equality, the Company ensures that investigations are carried out by a committee not involved in the process being reported, equipped with the resources and tools necessary to conduct the investigations.
The Company is committed to ensuring equal opportunities in **recruitment** and throughout each person's training and professional development, adopting criteria that neither discriminate nor penalise on the basis of gender and that promote **work–life balance**.
In collaboration with the trade unions, the Company has launched the **Corporate Welfare Project (PWA), valid from 1 January 2026 to 31 December 2027**. The project places people's well-being at its core and aims to improve the workplace climate and organizational well-being, while also fostering engagement and productivity.
The project also aims to reduce staff turnover, strengthen the Company's reputation and enhance its ability to attract and retain talent.
The Company is committed to communicate its commitment to gender equality and **women's empowerment** to all interested parties through the various available channels.
The Company is committed to ensuring that any **benefits provided for in the employment contract** are maintained during maternity and paternity leave. It is also committed to defining and implementing flexible working arrangements to promote work–life balance.
The Company ensures equitable gender representation among speakers at **panels, round tables, conferences and other events**, including scientific events.
With regard to **Internal Mobility and Succession to Managerial Positions**, our organization is committed to:

- Promoting the professional development of internal personnel.
- Ensuring equal opportunities for access to positions of responsibility and career development.
- Fostering an inclusive and merit-based organizational culture.
- Preventing all forms of discrimination during selection and promotion

The organization adopts a structured plan to ensure leadership continuity and the development of future leaders by identifying and preparing internal talent using the following selection criteria:

- Proven managerial and technical skills.
- Inclusive leadership and change management skills.
- Assessment of performance, growth potential and soft skills.

The Gender Equality Committee is committed to developing and monitoring a strategic plan that defines the indicators applicable to the organization, its strengths and areas for improvement, the objectives, the actions to achieve gender equality and the related training pathways.
To ensure that both Company employees and stakeholders have the opportunity to contribute to improving the Gender Equality Management System, our organization allows

every worker to submit complaints and reports concerning events and incidents relating to gender equality, breaches of recruitment and hiring policies, complaints regarding these matters, analysis of any whistle-blowing mechanisms, incidents or reports of violence or oppression, and KPIs not in line with requirements, occurring in or related to the workplace and contrary to the principles of UNI PDR 125/2022; for this reason, the organization has designated members of the **Gender Equality Committee,** as specific contact persons and has established a **reporting channel for anonymous reports**; therefore, anyone may submit communications concerning non-compliance with gender equality requirements.
The Company continually reviews its activities and services to reduce their impact, with a view to continuous improvement. To this end, it values feedback and recommendations from interested parties, prioritizing the best available and economically viable technologies.
Objectives, targets and programmes are defined and reviewed during **periodic Management reviews**.

Signature of the Legal Representative

