



## GENDER EQUALITY POLICY

OPOCRIN S.p.A. has defined this Gender Equality Policy to underline and share its commitment on this topic, both through compliance with current regulations and by adopting the necessary tools internally to ensure cultural growth.

Therefore, the Company undertakes to:

- Comply with the principles of parity and equality enshrined in the Constitution and national regulations;
- Adopt policies and measures to promote women's employment;
- Remove obstacles to effective equality between men and women at the workplace, by providing: equal opportunities in hiring practices, income equality, equal access to career and training opportunities, application and awareness of paternity leave;
- Promote welfare policies to support employees who are committed to caring for the family;
- Provide adequate training and information to all staff regarding respect for diversity, inclusiveness and equal opportunities;
- Extend the culture of Gender Equality externally, involving stakeholders and promoting the principles of equality and inclusion;
- Include principles of equality and equal opportunities in the personnel evaluation and selection process.

OPOCRIN S.p.A. undertakes to put in place methods that respect gender equality in relation to personnel selection and hiring, career management, equal pay, parenting and family care, work-life balance, prevention of harassment, also by engendering a respectful workplace.

The President  
*Mara Bianchini*

### OPOCRIN S.p.A.

Fully paid-up share capital € 3,000,000.00

Fiscal Code/ VAT No. /

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