

## **Inclusiveness and gender equality.**

Amministrativisti Associati believes in the value of people and promotes the development and professionalism of personnel, which is an essential factor for success. In order for each employee and collaborator to feel included and to be able to give their best in terms of skills, experience and commitment, Ammlex adopts human resources development and management strategies capable of promoting and improving a culture of diversity, equity and inclusion, which enhances the uniqueness of people and their professional growth regardless of the role they hold within the organisation and with no discrimination whatsoever.

Our *Diversity, Equity & Inclusion* (DE&I) policy reflects our commitment to strengthening a culture based on respect for human rights and valuing diversity in terms of gender, age, social origin, race, nationality, religious beliefs, political ideas and opinions, state of health and psychophysical abilities, identity and sexual orientation.

Its primary objective is to consolidate the culture of acceptance and inclusion by taking action to promote the equal presence and participation of minorities and, specifically, the presence and participation of women within the firm, to increase their development and career opportunities - including through the fair allocation of roles of responsibility - and to ensure a *work life balance* that respects the needs of personnel.

In this respect, Ammlex is also implementing a Gender Equality Management System according to UNI/PdR 125:2022 and has started a process of cultural refinement within its organisation, in order to achieve and maintain an increasingly equal gender equality.

This management model is intended to guarantee, over time, the maintenance of the results already achieved and the achievement of requirements for further evolution, defined by relating the states of progress to specific and predetermined *Key Performance Indicators* (KPIs), of which the firm reports in the management system documents. Specifically, the KPIs as per point 5 of UNI/PdR 125:2022 are an important part of the information needed to determine and explain how Ammlex progresses towards its set goals.

Policies related to personnel and career management, as well as those related to communication, are also guided by the principles affirmed in this global policy, thus manifesting and confirming the firm's desire to reinforce the principles and culture of protection of human rights and diversity, and, specifically, to pursue gender equality, to enhance inclusivity and support women's *empowerment*.

The inclusion and gender equality policy will be reviewed periodically to ensure its effectiveness and alignment with DE&I and gender equality goals, which are also reconfirmed or updated at the time of the periodic review, forming part of the verification and improvement of the management system.

Furthermore, the documentation relating to the inclusion and gender equality policy is made available to all the Firm's personnel so that they can be informed of it and shape their behaviour, relationships and expectations in accordance with the principles that are set out.

In short, the firm's gender equality policy is as follows:

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- defined by the Assemblea dei Soci, in coordination with the Comitato Guida;
- communicated and circulated within the firm and to its parties concerned;
- subject to training and awareness-raising within the firm's organisation,
- revised or confirmed periodically during a review on the basis of events, changes and the results of monitoring and audits;
- coordinated by a person in charge, appointed by the management with organisational and gender expertise.

The Firm has allocated the appropriate resources, responsibilities and authorities to pursue, achieve and maintain its set goals of inclusiveness, equality and gender equality. A Comitato Guida has also been appointed within the Firm for the effective adoption, implementation and ongoing enforcement of the gender equality policy and all related policies and procedures.

Finally, Ammlex reaffirms its ongoing commitment to the compliance, circulation and enhancement of the principles and values as above, and to the creation of an inclusive and respectful work environment in which each individual can thrive and contribute to the success of the firm.