



# GENDER EQUALITY POLICY



In line with the principles of equality, protection of diversity and gender equality, SURGITAL outlines its **Gender Equality Policy** by promoting a corporate culture based on values of balance and inclusion, and by adopting the principles of respect and gender equity. In particular, Surgital has identified a few basic objectives inspired by **principles of equal dignity and fair pay under equal working conditions**, and whose achievement requires the Company's steadfast commitment and leveraging of resources (including financial ones), and namely:

- Equal opportunity in personnel selection, hiring, training and upskilling, as well as career development;
- Gender balance in corporate functions and positions;
- Implementation of internal procedures that allow resources to express their opinions, even anonymously, to make suggestions for change in the organization, and to encourage a productive dialogue;
- Internal communication and awareness-raising activities that promote the conduct and language capable of engendering an inclusive work environment that is respectful of gender diversity
- Protection of parenting and assistance;
- Maintenance of work-life balance;
- Creation of an inclusive working environment based on mutual respect, which guarantees everyone the same level of psycho-physical well-being in the performance of their duties.

Surgital believes that its strengths are:

- Presence of incentive system policies that enhance the relationship between the individual and the Company.



- Orientation, by conscious choice, towards cultural objectives and the promotion of the best practices available;
- Near-equal number of female and male personnel in most departments, with a few of them having a higher number of female employees.

Surgital shares the contents of this **Gender Equality Policy** with its internal and external personnel so that **everyone can feel part of a concrete trajectory of corporate growth.**

In order to develop, implement and verify the effective application of this Gender Equality Policy, Surgital relies upon its Social Performance Team (SPT) as the Steering Committee envisaged by the UNI PdR 125:2022 standard.

The adequacy and effectiveness of the KPIs introduced for gender equality are periodically reviewed, usually at least once a year.

The Policy is reviewed on an ongoing basis to ensure that employees and partners fully understand its contents and undertake to implement them, and that stakeholders are always informed of the evolution of the Company's operating context.

**Management**

A handwritten signature in black ink, appearing to read "Carmine" followed by a surname.