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## EXTRACT FROM GROUP POLICY ON GENDER EQUALITY

The REVO Group, with all its people, is committed to the development of a culture and work environment that fosters Equity, Diversity and Inclusion, Gender Equality, and protects people's mental and physical well-being by eliminating all obstacles to equal opportunities for women and men in the workplace, both culturally and organizationally, in accordance with the following principles:

- **IMPARTIALITY AND INCLUSIVENESS**
- **FAIRNESS AND TRANSPARENCY**
- **PEOPLE DEVELOPMENT**
- **PROTECTION OF THE INDIVIDUAL**
- **COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION**

The attention with which the REVO Group focuses its commitments, so that its Management System on Gender Equality meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the *Strategy for Gender Equality 2020-2025 defined by the European Union* - to pursue the following objectives:

- increase the participation of women in the labour market;
- reduce the pay and pension gap between men and women, and ensure fairness and meritocracy for every person who collaborates and works with the REVO Group;
- promote equality between men and women in decision-making;
- fight stereotypes, gender-based violence and protection and support for victims;
- support and spread a culture based on mutual respect for diversity and equal opportunities, with particular attention to gender, in order to promote the expression of everyone's potential for the development of the REVO Group;
- achieve a correct balance between professional and extra-professional life of those who work with the REVO Group without gender constraints;
- valuing parenthood as an important moment of life and personal and professional growth for both mothers and fathers;
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- oppose and fight any unlawful discrimination, with particular attention to gender and parenthood;
- promote Gender Equality also outside the company boundaries in relations with Customers and Suppliers, Communities and Territories with which the REVO Group operates.