UNI/PdR 125:2022

GENDER EQUALITY POLICY

QSRP Italy believes in the value of people, so that every employee feels included and is able to perform at their best based on their skills, experience and commitment. To this end, the Company adopts human resources development and management strategies aimed at promoting and fostering an inclusive culture that values the uniqueness of each individual and supports their professional growth, regardless of the role they hold within the organization.

The Company also believes in a culture based on respect for and appreciation of diversity in terms of gender, age, social and ethnic background, religion, political beliefs, physical and psychological abilities, identity and sexual orientation.

Its primary objective is to strengthen female representation, increase employment and career opportunities for women, including through the assignment of positions of responsibility, and ensure an appropriate work-life balance that is responsive to individual needs.

QSRP Italy has implemented a Gender Equality Management System in accordance with UNI/PdR 125:2022 and has embarked on a process of cultural change within its organization, with the aim of achieving and maintaining greater gender equality, including in terms of pay.

This management model is intended to ensure the ongoing maintenance of the requirements defined and implemented, measuring progress through specific KPIs, which are reported in the Management System documentation.

The overall Policy includes references to policies related to people and career management, as well as communication. All these elements are intended to demonstrate the Company's commitment to pursuing gender equality, valuing diversity and supporting female empowerment.

The general Policy and the policies related to gender equality form part of a single Management System document and are reconfirmed or updated during the periodic review process, as part of the monitoring and continuous improvement of the Management System.

The KPIs referred to in Section 5 of UNI/PdR 125:2022 constitute an important part of the information required to determine and explain how QSRP Italy is progressing towards the established objectives.

The Gender Equality Policy is:

- defined by the Company Management, in coordination with the Steering Committee;
- communicated and disseminated within the Company and to its stakeholders;
- supported by training and awareness-raising activities addressed to senior management and managers;
- periodically reviewed or reconfirmed during the review process, based on events, changes and the results of monitoring and verification activities;
- coordinated by a designated person responsible for the Policy, appointed by senior management and possessing appropriate organizational and gender equality expertise.

The Gender Equality Policy is available on the QSRP Italy website and sets out the principles and guidelines that define the Company's commitment to gender equality, diversity enhancement and female empowerment.

The Company Management has allocated appropriate resources, responsibilities and authority to pursue, achieve and maintain the established gender equality objectives, and has appointed a Steering Committee to ensure the effective adoption and continuous implementation of the Gender Equality Policy, including the general Policy and related policies.

The Steering Committee is composed of **Andrea Rossi, Valeria Bellantonio, Patrizia Garofalo and Nicola Domenichini**.



Assago, 03-11-2026