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PREMISE AND STRATEGIC COMMITMENT

FIAB SpA (hereinafter "FIAB") recognizes gender equality, diversity, and inclusion as fundamental values and strategic levers for the company's sustainable development.

This Gender Equality, Diversity and Inclusion Policy, defined by Management in coordination with the Gender Equality Steering Committee and coordinated by the Head of the Gender Equality Management System, establishes the principles, objectives and commitments that guide the Company's actions towards creating a fair, inclusive and diversity-respecting work environment.

Through the implementation of a Gender Equality Management System compliant with UNI/ PdR 125:2022, FIAB intends to measure, monitor, and constantly improve its performance in terms of gender equality, valorization of diversity, and female empowerment.

FIAB is committed to:

- Ensure equal opportunities for all people, regardless of gender, age, sexual orientation, ethnicity, religion, disability or any other personal characteristic;
- Promote an inclusive corporate culture that values diversity as a strategic resource;
- Ensure equal treatment in all human resources management processes;
- Reject and oppose all forms of discrimination, harassment and violence in the workplace;
- Promote work-life balance for all staff.

This Policy applies to all organizational levels and involves all employees and all stakeholders (suppliers, agents, distributors, customers) who interact with the company.

SELECTION AND RECRUITMENT

FIAB ensures that all selection and hiring processes are conducted according to criteria of transparency, meritocracy, and non-discrimination, ensuring equal opportunities for all job positions.

The company is committed to using neutral and inclusive language in job advertisements, free of discriminatory references to gender, age, or other personal characteristics not relevant to the position. Selection and evaluation criteria are based exclusively on the professional skills, experience, qualifications, and potential of candidates.

Each candidate is assessed using the same tools and parameters in a process that values each individual's uniqueness as an opportunity for growth for the entire organization. The company also fosters a welcoming environment from the first contact, recognizing differences as a resource for innovation and corporate competitiveness.

CAREER MANAGEMENT

FIAB promotes the professional development of all staff through growth paths based on merit, skills, and individual potential, ensuring opportunities for access to positions of responsibility regardless of gender, age, sexual orientation, ethnicity, and religion. Furthermore, FIAB guarantees equal access to continuing education and professional development programs for all employees, monitoring gender representation at various organizational levels.

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WAGE EQUITY

FIAB guarantees equal pay, ensuring that equal roles, responsibilities, and skills are rewarded with equal pay, regardless of gender or other personal characteristics. The compensation policy is based on objective classification systems that define pay levels based on the roles, responsibilities, and required skills, in full compliance with the applicable national collective bargaining agreement. Access to bonuses, incentives, and benefits is guaranteed equally to all employees, based on measurable, meritocratic criteria. Absences due to maternity, paternity, or parental leave do not constitute a penalizing factor in determining salary increases and career progression.

PARENTHOOD AND WORK-LIFE BALANCE

FIAB recognizes the importance of supporting employees in their parenting and caregiving responsibilities, promoting measures that facilitate the reconciliation of work and family life, recognizing this balance as a key factor in well-being and productivity. The company guarantees maternity and paternity leave in compliance with current regulations, promotes the balanced use of parental leave by both parents, and provides support for professional reintegration and updates on company news.

The work organization encourages respect for schedules and the limitation of overtime, promoting a culture of results rather than attendance.

Work-life balance policies are also implemented through measures such as reducing working hours on Fridays, respecting working hours, ensuring the right to disconnect, and scheduling meetings at times that work best for staff. Parental and caregiving responsibilities are not considered discriminatory factors in professional evaluations and career paths.

PREVENTION OF DISCRIMINATION AND HARASSMENT AT WORK

FIAB adopts a zero-tolerance policy towards any form of discrimination, harassment, or violence in the workplace. The company is committed to ensuring a safe, respectful, and inclusive work environment, where any discriminatory or harassing behavior is promptly identified, sanctioned, and addressed with the utmost determination.

Discrimination based on gender, age, sexual orientation, gender identity, ethnicity, nationality, religion, disability, or any other personal characteristic is not tolerated. Likewise, harassment of any kind, including sexual or psychological harassment, or intimidating behavior that may create a hostile or offensive work environment, is not permitted.

Clear procedures are established for reporting discriminatory or harassing behavior (whistleblowing), ensuring maximum protection against any form of retaliation for those who report it.

Every report is treated with the utmost seriousness, promptness, and impartiality. Any confirmed violation results in the immediate application of disciplinary measures commensurate with the seriousness of the offense, up to and including termination of employment. The company also promotes ongoing awareness campaigns to spread and consolidate a culture of respect, dignity, and inclusion at all organizational levels.

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MONITORING, REVIEW AND CONTINUOUS IMPROVEMENT

FIAB is committed to raising awareness among company management of issues related to gender equality, the promotion of diversity, and women's empowerment, as well as continuously monitoring the effectiveness of this Policy through specific quantitative indicators (KPIs). The data collected is analyzed annually by Management and the Gender Equality Steering Committee to identify areas for improvement and define corrective action plans. This Policy is subject to annual review to ensure its adequacy, effectiveness, and alignment with regulatory developments and best practices.

This policy, in addition to being communicated and disseminated within the organization and to its stakeholders, is made available on the website www.fiab.it

Vicchio (FI), 21/11/2025

The President of the Board – Alberto Calabrò

