

La Nuova Cooperativa Società Cooperativa Sociale bases all its activities on ethical principles, promoting respect for people's rights, freedoms and dignity, and is committed to supporting diversity, inclusion and gender equality.

La Nuova Cooperativa has established a comprehensive policy that ensures the celebration of diversity, equal opportunities for everyone and the promotion of inclusion, with a view to realising its corporate mission by implementing a fair and sustainable business model based on social inclusion.

The Cooperative aims to ensure gender equality in terms of representation and career progression, particularly for women and minorities within the organisation, by establishing and maintaining processes designed to promote women's empowerment and foster genuine equality between men and women in the conduct of its business activities; it has therefore decided to adopt, develop and implement a specific Management System, setting out a **Gender Equality Policy**.

The fundamental principles underpinning the Gender Equality Policy are:

- impartiality and inclusivity
- fairness and transparency
- valuing people and their diversity
- protecting the individual in every respect
- equal access to opportunities for development and equal pay within the Co-operative for everyone
- continuous training, at every level, to combat gender stereotypes
- combating all forms of discrimination
- combating all forms of violence and harassment

La Nuova Cooperativa believes that the development of a cultural model that promotes gender equality can help to bridge the gender gap, creating social value whilst simultaneously generating economic growth and development, both individual and collective.

To ensure that its Gender Equality Management System meets the requirements set out in the UNI/PdR 125:2022 reference standard, in line with the European Union's 2020–2025 Gender Equality Strategy, La Nuova Cooperativa is committed to pursuing the following objectives:

- compliance with the principles of parity and equality set out above;
- promoting a diverse and inclusive organisational culture that enables people to get involved and fulfil their potential to the full, through activities and policies that encourage collaboration and participation;
- the adoption of measures to promote genuine equality between men and women within the Cooperative, ranging from staff recruitment and selection, through to equal pay, equal access to career and training opportunities, and the full implementation of maternity and paternity leave in accordance with the relevant legislation;
- promoting an entrepreneurial model that combines inclusivity, gender equality, a decent income, active participation and entrepreneurial development;
- promotion of corporate welfare policies to support a healthy work-life balance;
- condemning non-inclusive and discriminatory cultural behaviours and customs, including organisational practices;
- ensuring transparency in relations between the Cooperative and its workers: staff are aware that they are working for a safe and ethically sound organisation, committed to safeguarding and improving their working conditions and to valuing their diversity.

La Nuova Cooperativa states:

- that it has implemented, developed and applied a Gender Equality Management System in accordance with the requirements of the UNI/PdR125:2022 Reference Guidelines, establishing procedures and instructions that set out the measures adopted by La Nuova Cooperativa;
- to have a Code of Ethics, which highlights the principles for valuing the people who work for and/or collaborate with it; this document sets out some specific, though not exhaustive, elements of this Code:
 - do not expose people to situations that are risky or harmful to their physical and mental health;
 - not to subject people who work for or collaborate with La Nuova Cooperativa to abuse of any kind (physical, sexual, psychological, moral or verbal) or to any form of discrimination;
 - apply the pay and employment conditions set out in the relevant and specific collective labour agreements and in the provisions of current legislation, without distinction on the grounds of gender;
 - to assign roles and duties to staff in accordance with their job description, in compliance with current legislation and collective agreements, without distinction on the grounds of gender;
 - ensure that appropriate vocational training is provided, tailored to the needs and personal characteristics of each individual;
 - to treat every person who works with La Nuova Cooperativa, in whatever capacity, with dignity, respect and integrity.

La Nuova Cooperativa undertakes to adhere to and comply with:

- all the requirements of the UNI PdR 125:2022 Reference Guidelines;
- the Conventions of the International Labour Organisation (ILO);
- all relevant national and international legislation, including references to Legislative Decree No. 151/2001 (Consolidated Law) on the protection and support of maternity and paternity, and to Legislative Decree No. 198/2006 (Code on Equal Opportunities between Men and Women);
- the following articles: Article 3 of the Constitution and Article 15 of the Workers' Statute;
- the standards of conduct set out in its Code of Ethics.

Consequently, it undertakes to adopt measures aimed at promoting female employment at all levels and in all roles within the Cooperative, as well as ensuring its continuity over time, by removing any possible obstacle that prevents effective equality between men and women within the organisation and during the performance of day-to-day work activities. These measures are assessed through a monitoring system that enables the effective implementation of non-discriminatory policies to be evaluated and the necessary corrective and improvement actions to be implemented. The aim is therefore to ensure gender equality through concrete actions that comply with the requirements and indicators set out in the individual areas specified in UNI PdR 125:2022, by addressing the following aspects:

- Culture and strategy
- Selection and recruitment processes;
- Career management;
- Pay equity;
- Parenting and care;
- Work-life balance;
- Prevention of abuse and harassment

The Cooperative ensures that all staff members are kept regularly informed through various channels (meetings and team briefings, notices on the noticeboard, and information and training materials on the internal website), with the aim of fostering a full understanding of the concepts of equality and inclusivity, whilst promoting language and behaviour in line with these principles – characterised, therefore, by fairness, consideration, kindness and appropriateness. The Cooperative has always had both female and male staff members at all levels. It promotes development and training programmes aimed at acquiring and developing skills so that anyone, regardless of gender, background, age, disability, religious beliefs or other circumstances, can reach senior positions and roles, as well as enjoy greater autonomy and responsibility in managing the processes in which they are involved. Although this is a goal that has already been achieved, it remains a constant focus of monitoring with a view to continuous improvement, as it is a founding principle of being a social inclusion cooperative. La Nuova Cooperativa recognises the importance of human resources and the need to build relationships based on mutual recognition, loyalty and trust. We value the aspirations and abilities of every individual, creating a welcoming and respectful environment. In this way, everyone can fulfil their potential to the full, feel listened to and supported, and clearly understand the value of their work in achieving collective results.

The day-to-day implementation of these inclusive organisational arrangements is monitored through:

- Neutral job descriptions sent to Jobcentres and recruitment agencies for the pre-selection of candidates with the profiles required by the Cooperative, whilst requiring our suppliers to take equal care and attention in upholding our principles of diversity and inclusion;
- Introductory and technical interviews carried out by suitably trained in-house staff and conducted in accordance with internal guidelines, which are based on the core principles of gender equality and the inclusion of diversity;
- Promoting diversity in roles and responsibilities, including leadership roles;
- Systematic analysis and assessment of employees' professional skills and abilities, aimed at optimising the balance within work groups (teams) and identifying strengths and weaknesses in order to plan professional development strategies;
- Tailored planning of work integration programmes for people with disabilities or those from disadvantaged backgrounds;
- Pay equity within the same grade and role, and the identification of criteria consistent with the company's principles regarding the variable component of pay;
- Adoption – where possible and feasible for the specific client – of flexible working hours;
- Procedures involving the reorganisation of services and activities aimed at safeguarding maternity and paternity rights and monitoring the return to work following leave;
- Services to help staff achieve a better work-life balance;
- Corporate welfare initiatives aimed at supporting organisational and personal wellbeing.

In order to promote and support gender equality and inclusivity, and in accordance with the provisions of the UNI/PdR 125:2022 Reference Practices, the **Cooperative's Board of Directors** has established a **Steering Committee**, chaired by the from the General Management responsible for Human Resources, whose primary objective is to monitor the effective adoption and ongoing implementation of this Gender Equality Policy. The Steering Committee draws up the Strategic Plan, identifying specific objectives and defining the frequency and responsibilities for monitoring the KPIs set out in the Reference Practices; it monitors the implementation of the Plan and updates it in line with developments and changes within the organisation. For each area, verifiable processes are established, along with achievable, specific and measurable equality objectives.

The documentation accompanying the System and the Policy itself are reviewed annually by senior management and revised where necessary, in order to ensure full compliance with the principles and standards designed to guarantee that equality is actively and consistently promoted in the workplace.

Through an awareness-raising programme involving all staff, starting with our workers, we take a proactive approach, first and foremost by preventing discrimination in whatever form it may take, but also, where necessary, by identifying and addressing it promptly.

La Nuova Cooperativa is therefore committed to:

- to monitor and improve its Gender Equality Management System by setting specific improvement targets during Management Review meetings and verifying whether these have been achieved;
- to inform all those affected by its Gender Equality Management System of the results achieved;
- to consistently promote the principles underpinning the UNI PdR 125:2022 Reference Practices through effective, accurate and detailed communication with its customers, suppliers and organisations representing workers and citizens.

The Management:

- will provide the utmost support by making available the necessary resources to ensure the operation and maintenance of the Equality Management System;
- has appointed a System Manager, with organisational and gender-related expertise, to coordinate the implementation of the System in its entirety;
- will ensure that the set objectives are achieved and that any corrective actions necessary for their full achievement are carried out.

This Policy has been drawn up by the Cooperative's Management, in consultation with the Steering Committee

Torino, 23/09/2026

The Chairperson
Barbara Cau

