

# Gender Equality Policy

## THE PATH TOWARDS GENDER EQUALITY

To fully realize its mission and align with its strategic vision, Integra Fragrances SpA has adopted a Gender Equality Management System in line with the UNI/PdR 125:2022 standard. This system serves as an effective tool to ensure gender equality, especially in women's presence and professional growth, promoting an inclusive culture and processes that empower women.

Achieving this certification marks the first step for Integra Fragrances SpA in implementing gender equality policies, aimed at fostering improvements and advocating for gender equality. The certification seeks to guide and encourage the organization to adopt policies that help reduce the gender gap, leading to benefits for employees well-being along with ethical and reputational impacts.

### Inspiring principles

The fundamental principles underlying the Gender Equality Policy of Integra Fragrances SpA are:

- impartiality and inclusiveness
- personnel development
- respect for individuals
- prevention of any form of violence and discrimination
- allegiance
- mutual respect
- transparency, particularly in information sharing and spreading
- fairness
- efficiency

Integra Fragrances SpA focuses its efforts on ensuring that its Gender Equality Management System meets the requirements outlined in UNI/PdR 125:2022, aiming to achieve the following goals:

- increased female participation in the workforce
- abolition of pay and pension gaps between men and women, also to combat female poverty
- promotion of gender equality in decision-making processes
- prevention of stereotypes, gender-based violence, and protection and support for victims
- support companies aimed at lifting thousands of refugee women above poverty thresholds, restoring dignity through their talent and work

### Management's commitment

To foster the achievement of these principles and goals, the Management of Integra Fragrances SpA considers the continuous adoption of the Gender Equality Management System essential to develop an organizational model that promotes gender equality and values equity and inclusivity.

Integra Fragrances SpA is committed:

- to adopt tools to prevent any form of gender discrimination and counter any act that undermines personnel's dignity, regardless of position or level of responsibility;
- to value diversity in every corporate process: from talent search and recruitment to training access, from defining pay policies to performance evaluations and award systems, from supplier selection to service/product delivery;
- to support family welfare for its employees through flexible work arrangements (*smart working, part-time, flexible working hours*) to promote work-life balance;

- to encourage actions that inform, raise awareness, and engage personnel on gender equality and women's empowerment, avoiding stereotypes and promoting visibility of women's contributions;
- to promote transparent communication, including in marketing and advertising, expressing commitment to gender equality and highlighting diversity while supporting women's empowerment.

### Specific policies on gender equality

These are more specific gender equality policies providing the necessary inputs for drafting the Strategic Plan on gender equality, as well as identifying, developing, and implementing procedures specifically focused on gender equality, in line with the organization's context.

The gender equality policies, aligned with this overarching policy, address the topics of the Strategic Plan, which includes:

1. Recruitment and hiring
2. Career management
3. Salary equity
4. Parenthood and caregiving
5. Work-life balance
6. Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace

Specifically, the commitments undertaken by Integra Fragrances SpA include:

1. Recruitment and hiring: attracting talent to create the possibility of hiring suitable and qualified personnel, regardless of gender;
2. Career management: providing equal career opportunities for both women and men;
3. Salary equity: ensuring equal pay for equal work without gender bias;
4. Parenthood and caregiving: offering additional opportunities regarding parenthood and caregiving beyond national labor agreements;
5. Work-life balance: ensuring work methodologies that support a balanced work-life ratio;
6. Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace: preventing any form of physical, verbal, and digital abuse.

### Policy monitoring and implementation

The general Gender Equality Policy, within the broader framework of the organization's programmatic guidelines, includes provisions for evaluating its suitability and the need for changes or enhancements. Together with the Gender Equality Steering Committee, periodic reviews of gender equality objectives are defined and conducted.

### Policy spreading

The gender equality policy is communicated and shared with all personnel and stakeholders through internal communication channels and published on the company's official website.

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