

GENDER EQUALITY POLICY UNI PDR 125:2022

RENCO S.p.A. recognizes the UNI PDR 125:2022 reference practice as a useful tool for structuring and adopting a management system and performance indicators that support the organization in applying gender equality, diversity and inclusion policies.

RENCO S.p.A. undertakes to pursue socially correct and responsible behaviour, according to the principles contained in practice, in the Universal Declaration of Human Rights, in international standards, in national laws and ISO standards of reference.

Renco S.p.A. has undertaken the commitment of gender equality.

Renco S.p.A. recognizes, protects and enhances the differences between men and women, equal opportunities in the workplace, from recruitment practices to those of professional and career development.

RENCO S.p.A. guarantees equal opportunities, avoiding differential treatment of people of different race, social class, national origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other conditions that could lead to discrimination.

Renco S.p.A. specifically undertakes to:

- support female empowerment
- strengthen the concept of Equal Opportunities, allowing women to access all professional roles and guaranteeing equal contractual treatment and pay compared to men.
- integrate gender policies into all organisational, business development and leadership strategies
- promote the concept of equality in participation and representation within the company
- contribute to the improvement of the balance between men and women within the company
- promote equal social and civil rights
- promote women's rights
- combat violence against women, including that of a sexual nature
- promote the overcoming of gender stereotypes and prejudices
- favor the career continuity of working mothers
- envisage initiatives to adapt working times and methods, where possible
- employ resources, based on their aptitudes and work skills, refusing any kind of discrimination.

The gender equality policy is:

- defined by Top management in coordination with the internal Committee
- communicated and disseminated within Renco S.p.A and to its interested parties
- spread inside and outside the organization
- periodically reviewed and confirmed (at least once a year) on the basis of changes and monitoring results

Renco S.p.A assigns resources, responsibilities and authorities necessary to pursue, achieve and maintain the established commitments and objectives.

This policy is reconfirmed or updated upon periodic review.

The addresses for forwarding reports relating to non-compliance with these commitments are given below:

Renco Spa: Strada del Montefeltro 51 - 61122 Pesaro (PU); Phone: (+39) 0721.43331; Fax: (+39) 0721.400 924;E-mail: rencospa@renco.it

Pesaro, 29/08/2023

Giovanni Rubini
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