

The **Polo Tecnologico Alto Adriatico Andrea Galvani SCPA - Società Benefit**, in line with its mission oriented towards sustainable innovation and positive social impact, has defined this Policy on Gender Equality in order to underline and share its commitment on the issue, both by complying with the regulations in force, and by adopting the necessary tools internally to ensure cultural growth.



We recognise gender equality as a strategic value and an enabling factor for competitiveness, and we concretely commit to building an organisation that is fair, inclusive and respectful of diversity. The **POLO AA** is therefore committed to:

- Respect the principles of equality and equity found in the Constitution and national standards
- Adopt policies and measures to favour female employment
- Removing obstacles to effective equality between men and women in employment including:
 - equal opportunities in access to employment
 - equal income
 - equal access to career and training opportunities
 - enforcement and awareness-raising on fathers' leave
 - zero tolerance of harassment and disrespectful behaviour
 - focus on neutral and respectful language
- promoting welfare policies to support family carers
- providing all staff with adequate training and information on respect for diversity, inclusiveness and equal opportunities
- Extend the culture of gender equality also externally, involving stakeholders and promoting the principles of equality and inclusion
- Include principles of equality and equal opportunities in the staff evaluation and selection process.

The **POLO AA** is committed to adopting gender-equal methods in the selection and recruitment process, career management, pay equity, parenting and caring, work-life balance, and prevention of harassment, including through the creation of a people-friendly work environment.

This policy is an integral part of our ESG strategy and of our commitment as a Benefit Company, oriented towards the creation of shared values for people, companies and the territory.