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CORPORATE POLICY ON GENDER EQUALITY

Despite the undeniable increase in the presence and role of women in all areas of society, much remains to be done—particularly in Italy—to ensure that workplaces reflect a corresponding growth in the number of employed women, their remuneration, and the responsibilities assigned to and recognized for them.

In this context, ICOM S.r.l., despite management's attention to these issues, is no exception. The type of work performed—metal carpentry—and the professional skills required (mainly welders) create an objective limitation for women, at least for operational roles in the workshop.

Aware of these challenges, ICOM's management recognizes the need to undertake a process that creates the conditions for a profound cultural change, aimed at removing prejudices and outdated views that hinder the economic and cultural growth of our country and, consequently, of our company.

We aim to affirm the principles of inclusivity, impartiality, fairness, and transparency, focusing on valuing individuals, protecting our staff, and combating all forms of violence and discrimination.

For this reason, management has decided to implement a Gender Equality Management System in accordance with PdR 125:2022. Certification under this standard, and above all the process to achieve it, is seen as an opportunity to systematically plan, implement, monitor, and periodically review a set of actions that we believe will lead to real change.

In particular, in its daily practices, the company aims to move toward greater integration and recognition of the needs of its employees, with the goal of harmonizing work and personal life. The main guidelines of the company's approach are:

1. Make work activities more sustainable from the perspective of work-life balance;
2. Implement supplementary welfare measures to help employees better manage family needs;
3. Systematically support female empowerment;
4. Ensure internal development paths that fully value each individual's potential, without limitations or constraints determined by personal family circumstances;
5. Ensure that employee salary progressions reflect actual competence levels and are not affected by personal family circumstances;
6. Maintain constant attention to avoid gender biases in hiring and promotion processes;
7. Ensure a work environment respectful of everyone's needs, avoiding any form of abuse or violence, even unconscious, in language or behavior toward individuals or groups.

Management, through the implementation of the Gender Equality Policy and related procedures and with the Steering Committee established to promote its maintenance and development, commits to constantly monitor the effectiveness of the Gender Equality Management System, aiming to implement the objectives outlined in the Strategic Plan.

This Policy is supported by appropriate objectives, targets, and commitments defined in dedicated corporate documents and periodically reviewed to assess their implementation and achievement over time, as well as to ensure their continued alignment with company policy.

This Policy is made available to anyone who requests it.

Lanciano, 31/03/2025


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