

DIVERSITY and GENDER EQUALITY POLICY (Diversity and Gender Equality)

Rhea believes strongly in the values of inclusiveness, gender equality, non-discrimination and integration, in the company and in society at large.

The company acknowledges and welcomes, at all levels in the Group, the benefits of all forms of diversity, in terms of gender, age, ethnicity, geographical origin, cultural identity, qualifications, skills, educational and career background, seniority in the company and in the position held, disability and sexual orientation.

Rhea is aware that today, even more than in the past, it is essential to acknowledge the great value of full *empowerment of women*: women have precious resources to offer at a time in history when we need to rethink our future in sustainable form to give a new, truly inclusive form to our company, and to design and implement an integrated, just, and fair approach to the environment, the economy and society.

As more women join the workforce, unexpressed energy will finally be tapped, and the qualities of the complete contributions of both women and men will generate well-being and development in the company, thanks to the synergies of different points of view, perspectives and unique human qualities.

Development of a cultural model that promotes gender equality not only generates “social value” that is appreciated in European economic institutions, but constitutes a key to the development of the organisation’s own business.

For this reason, **Rhea** guarantees that management of every stage in the life cycle of the organisation’s human resources (selection, onboarding, and access to training, career growth and pay rises) is based on the principles of equal opportunities, inclusion and meritocracy. Appropriate signalling and monitoring methods are guaranteed with the goal of identifying and eliminating any possible form of misalignment.

Rhea has decided to adopt this corporate policy for reduction of the gender gap in all areas considered most critical: opportunities for career growth in the company, equal pay, policies for management of gender differences, and tutelage of motherhood.

It is in fact a widely acknowledged fact that enterprises adopting a more inclusive approach at all levels generate greater value, embracing a long-term vision and revealing a greater aversion to risk and a strong awareness of the importance of sustainability and innovation.

For this purpose, **Rhea** has decided to adopt a management model permitting constant monitoring of the direction in which the company is going, how much progress has been made toward reducing the gender gap, and in what areas, in order to ensure that specifically defined and implemented requirements are maintained over time, measuring the state of progress on achievement of its goals with preparation of specific KPIs (*Key Performance Indicators*) in 6 dimensions:

- culture and strategy;
- governance;
- HR processes;
- gender-neutral opportunities for growth in the company;
- equal pay for both genders;
- parents’ rights and reconciliation of work with family life.

Rhea is firmly convinced that inclusion and meritocracy are the essential conditions for sustainable economic and social growth. Management has come up with a policy encouraging the development of a mindset of true gender equality in the organisation, with the following goals:

- Creating a fairer workplace offering equal opportunities for career growth, with greater competitiveness and flexibility;
- Supporting increased employment of women;
- Guaranteeing equal pay for both genders, facilitating women's continued participation in the workforce, making the most of people's skills, ensuring equal pay for work and occupations of equivalent socioeconomic value, and promoting a condition of economic independence (***equal pay for work of equal value***);
- Offering equal opportunities for the development of individuals' skills and application of their talents, guaranteeing fair, equal participation by both genders in training programmes, including leadership training, and in appreciation of people's skills.

To achieve these goals, **Rhea** is committed to:

- Promoting additional flexibility for workers who are parents and/or caregivers;
- Implementing governance and monitoring of diversity and gender equality in the company;
- Adopting appropriate practices for the dissemination of its gender policy in the company and for the distribution of information concerning gender equality;
- Supporting working mothers and fathers in the reconciliation of personal life and work, going beyond the requirements of the law concerning the tutelage of motherhood and fatherhood;
- Encouraging promotion of the principle of gender equality across all contractual levels and introduction of the notions of gender mainstreaming;
- Promoting use of language that encourages dialogue and goes beyond sexist expressions.

Rhea takes great care to avoid gender stereotyping in its advertising and communications, periodically revising its marketing materials and strategies and working to promote a positive image of women and girls, using language demonstrating respect for gender differences.

In its strategic plan, required under UNI PdR 125:2022, the company identifies the goals that management has established with the assistance of the Gender Equality Steering Committee.

This Policy is reviewed every year during the annual review of the company's Management System.

Responsibility for implementation of this Policy lies with the Gender Equality Steering Committee.

Caronno Pertusella, 30/09/2024