



GENDER EQUALITY, DIVERSITY AND INCLUSION POLICY

Approved by the Board of Directors on 25June 2024

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This gender equality and diversity Policy, adopted by the Board of Directors of La Doria S.p.A. ("La Doria" or the "Company") on the proposal of the Control, Risks and Sustainability Committee, sets out the Company's principles and commitments in the area. Valuing diversity as a fundamental part of sustainability in the company's medium- to long-term activities is a reference model for both employees and members of La Doria's Administrative and Control Bodies.

OBJECTIVES AND PURPOSE

The policy reiterates the company's commitment to respecting and actively disseminating the principles established by current legislation, contractual provisions and standards issued by international reference organisations:

- 2030 Agenda for Sustainable Development and related objectives - Sustainable Development Goals -SDGs;
- United Nations Global Compact and Women's Empowerment Principles.

La Doria promotes a working environment in which diversity and personal and cultural perspectives are respected and considered a factor in being successful. Diversity is a strategic asset for the Company, as it creates an inclusive working environment that encourages collaboration and creativity, and in which staff are able to realise their potential and improve their motivation.

In line with the contents of the Ethics Code and the Sustainability Policy, La Doria has adopted this policy in order to foster a corporate culture based on respecting and valuing diversity and with the intention of identifying a clear and structured focus on the issue.

The document seeks to develop a clear approach in terms of mission, strategies and active practices to stimulate a collaborative, supportive working environment which is open to contributions from every employee, as it strives to increase the trust of staff, customers and civil society generally.

COMMITMENTS

La Doria is committed to preventing all types of discrimination when recruiting employees, defining their salaries, and promoting their development, through to the end of the employment relationship. It therefore rejects discrimination on the basis of ethnicity, nationality, religion, age, disability, gender, marital status, sexual orientation, and trade union or political membership. The Company recognises the importance of gender balance and the benefits of a wide age range, including in terms of having a range of perspectives and managerial and professional experience. It also undertakes to make use of performance appraisal and management tools that seek to promote equal opportunities.

As part of the recruitment process, we prepare job descriptions in a fair and gender-neutral manner, ensuring that the recruitment process targets both men and women and does not request specific information regarding marriage, pregnancy or care responsibilities.

We are committed to establishing processes that guarantee non-discrimination in training and equal opportunities in professional development and promotions, based solely on abilities and professional standing. We offer our talented staff career opportunities and professional development programmes.

We are committed to operating impartially and preventing any form of direct or indirect discrimination.

The Group protects the value of its staff and safeguards their mental, physical, moral and cultural integrity by creating working conditions that respect individual dignity and adopting codes of conduct.

The Group does not tolerate any form of harassment or violence in the workplace.



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The Group considers diversity a value to be protected and encouraged through concrete and pervasive action within every organisational and management process. It bases such processes on respecting and valuing staff, ensuring that everyone feels included and is able to perform to their best.

To underscore our commitment to promoting an inclusive culture and fostering gender equality, we have signed the Women's Empowerment Principles. These are international labour and human rights principles based on the recognition of an interest in and responsibility towards gender equality in business.

Through the UN Women Charter, La Doria intends to commit to adopting the 7 WEPEs:

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and non-discrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

Strengthening women's positions in the company involves not only treating all women and men fairly at work, in line with international human rights and the principle of non-discrimination, but also ensuring all workers' occupational health and safety and well-being and promoting education, training and professional development for women.

Diversity policies in appointing members of administrative and control bodies

The diversity policy relating to La Doria's Corporate Bodies is designed to describe, in accordance with the rights to which Shareholders are entitled during the designation and appointment of members of Administrative and Control Bodies, the optimal characteristics of the composition of the Body so that it may exercise its duties in the most effective manner, by taking decisions that can tangibly benefit from the contribution of a plurality of qualified and heterogeneous points of view, and capable of examining matters under discussion from different perspectives.

The Company ensures a sufficiently diverse and gender equality range of profiles within the management and control bodies.

Specifically, the La Doria Group pursues diversity objectives in the composition of the Board of Directors relating to aspects such as gender, managerial and professional expertise (including of an international nature), the presence of different age groups and seniority of office, so as to create a set of skills and experiences that are mutually diverse and complementary.

To guarantee gender balance, the Company ensures that Directors from the under-represented gender constitute at least one third of the Board.

A balanced presence of independent members is also guaranteed.

Diversity criteria, including gender criteria, were applied in line with the priority objective of ensuring sufficient skills and professionalism in all Board members.

REPORTING PROCEDURE



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Mechanisms are provided to allow all stakeholders of this Policy to make reports, including anonymously, as regulated in a specific management procedure distributed to all personnel and in relation to which training and information are provided.

Any person who becomes aware of violations of this policy may report them using the platform accessed through the website or by regular post, addressed to the attention of the Supervisory Board, Via Nazionale 320, Angri, SA.

APPLICATION AND MONITORING

This Policy was reviewed by the Control, Risks and Sustainability Committee and subsequently approved by the Board of Directors at its meeting on June 25, 2024.

The Gender Equality, Diversity and Inclusion Policy applies to all employees, Directors, associates, prospective employees during recruitment, vendors and employment agencies. All of our are responsible for adopting inclusive attitudes which enable everyone to express their potential, free from stereotypes and prejudices, so as to fully appreciate the diversity and uniqueness of each individual.

The Company undertakes to enact this Policy and ensure that it remains active, communicate it to all personnel, and take all those measures necessary to enact it and ensure that it is regularly monitored, including as a means to promptly identify the need to update it.

COMMUNICATION

La Doria implements a policy aimed at promoting diversity, inclusion and gender equality not only internally, but above all by favoring relationships and commercial relationships with companies equally committed to the issues of diversity, inclusion and gender equality. A Committee has been identified and established that has the requirements, characteristics and sensitivity to social issues. Every year, all the information relating to the generic KPIs and the strategic Gender Equality plan with the specific KPIs are published in a transparent manner in order to explain how our company progresses towards the objectives set in terms of D&I and Gender Equality. This policy is made available for consultation on our website.

Angri, June 25, 2024