GENDER EQUALITY POLICY

General Cab S.r.l. is firmly committed to supporting the values of diversity, inclusion and gender equality through the adoption of corporate, organizational and management mechanisms based on respect for the rights, freedom, and dignity of people. The company promotes a work environment that fosters the growth and inclusion of all employees, ensuring that everyone has equal opportunities for professional development, regardless of gender.

General Cab S.r.l. has adopted a UNI/PdR 125:2022 Management System in line with the ISO 30415:2021 standard and the UNI/PdR 125:2022 practice, adopting an approach based on impartiality and rejecting any form of discrimination, both direct and indirect, against people, with particular reference to gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political opinions, social category and religious faith.

Mission and Objectives

General Cab S.r.l. intends to foster diversity in all its dimensions, promoting inclusion and creating value for the organization, customers and civil society in general. The goal is to remove the cultural, organizational and material obstacles that prevent the full expression of the potential of each individual, thus helping to create a competitive advantage in the business.

The gender equality policy is aimed at developing a collaborative, inclusive and respectful work environment, promoting the psychophysical and moral well-being of each employee. General Cab S.r.l. adopts active strategies and practices to promote inclusion and respect for diversity within the organization.

Commitment to International Principles

General Cab S.r.l.'s gender equality policy is in line with the following international principles and regulations:

- 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs);
- United Nations Global Compact and Women's Empowerment Principles;
- Universal Declaration of Human Rights;
- United Nations Conventions on Women's Rights, the Elimination of All Forms of Racial Discrimination, the Rights of the Child and the Disabled;
- Fundamental Principles and Rights at Work and the 8 Fundamental Conventions of the International Labour Organization (ILO);
- ILO Convention on Violence and Harassment (June 2019).

Strategy and Concrete Actions

General Cab S.r.l. takes a comprehensive approach to managing diversity and promoting gender equality in all its operations, from selection and hiring to career development and opportunity management. Actions include measures to promote pay equity, parenting management, work-life balance, and the prevention of abuse and harassment.

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0	16/01/2025	First issue	R. Marra	A.Torchio

Areas of Intervention

The main areas of intervention to ensure gender equality are those identified by UNI/PdR 125:2022:

1. Culture and Strategy
2. Governance
3. HR processes
4. Opportunity
5. Equity Remuneration
6. Parenting

Expected results

General Cab S.r.l. is committed to ensuring gender equality so that the actions taken are perceived positively and have a tangible impact on the well-being of women within the organization. Results will be measured through key indicators that reflect the real needs of stakeholders.

Specific Policies for Gender Equality

General Cab S.r.l. has defined specific policies in relation to the following areas:

Recruitment

- Selection must be gender-neutral, based on skills, experience and qualifications.
- The presence of women and men in the workforce is evaluated positively, with particular attention to ensuring a balance in managerial roles and responsibilities.
- Remuneration must be fair, based on tasks and responsibilities, without distinction of gender.

Career Management

- Promotions and career paths are based solely on merit, without any gender discrimination.
- The organization is committed to ensuring equal career opportunities for all employees and creating a work environment conducive to the well-being of all.

Salary equity

- Remuneration is determined fairly, without gender discrimination, based on responsibilities and achievements.
- Compensation, awards and benefits policies are documented and accessible to all staff, ensuring maximum transparency.

Parenting and Care

- General Cab S.r.l. supports parenthood, promoting support policies during maternity and paternity, and promotes the reintegration of employees after leave.

- The organization also offers support for caregivers, promoting concrete initiatives to facilitate the management of family responsibilities.

Work-Life Balance

- General Cab s.r.l. guarantees the possibility of reconciling private and professional life, adopting flexible measures such as part-time and flexible hours in and out, to improve the well-being of employees.

Academy and Events

- The organization ensures that gender equality is respected in all training activities and corporate events, promoting inclusion and support for initiatives that promote women's empowerment.

Training and Professional Development

- General Cab S.r.l. ensures that every employee has access to equal opportunities for professional development and training, regardless of gender.

Communication and Policy Review

The gender equality policy is regularly reviewed by the Company Management, at least once a year, to ensure its consistency and effectiveness. The policy is communicated to all employees and interested parties through the company website, billboards in the company and via the intranet platform.

Conclusions

General Cab S.r.l. is determined to pursue an inclusive culture that values diversity and guarantees all people equal opportunities for growth and development. Our gender equality policy is a continuous commitment to improvement, transparency and respect for people's fundamental rights.