



## SESA GROUP GENDER EQUALITY POLICY UNI/PDR 125

Sesa S.p.A. (hereinafter "Sesa") is committed to implementing a management system to promote gender equality, enhance diversity and support women's empowerment, which involves the activation of the following areas:

- opportunities for career growth and equal pay;
- parenting and work-life balance policies;
- business process management policies.

Sesa considers a priority the following aims:

- respect the constitutional principles of equality and equity;
- adopt policies and measures to promote women's employment;
- adopt measures to promote effective equality between men and women in the workplace, including: equal opportunities to access employment, income equality, equal access to career and training opportunities, and full implementation of paternity leave in line with European best practices;
- promote welfare policies to support the 'silent work' of those dedicated to caring for the family, in compliance with Article 3, paragraph 1 of the Italian Constitution (formal equality);
- adopt specific measures in favour of equal opportunities, in line with Article 3, paragraph 2 of the Italian Constitution (substantive equality);
- integrate the principle of gender equity into national legislation in order to ensure that its voluntary adoption becomes a reference, if public and private organisations of all sectors and sizes are required to certify the sustainability and the adoption of gender policies, justified due to specific needs and production purposes aligned with free market principles;
- ensure increasingly better and equal working conditions for our workers by applying and complying with all relevant national and international legislation, collective agreements, commitments made by the organisation and the requirements of international standards;
- implement and maintain compliance with Gender Equality requirements over time and adapt to new requirements where necessary;
- ensure that all employees receive appropriate training and information on ethics, inclusiveness and equal opportunities;
- define and keep continuously updated this Gender Equality Policy;
- extend Sesa's commitment to social sustainability beyond the scope of our activities, actively engaging stakeholders and promoting the principles of equality and inclusion, identifying and managing social impacts in an ethical and responsible way;
- select, assess and prefer suppliers also on the basis of their ability to respect the human rights of their workers, assess the health and safety impacts on people and maintain and manage certified management systems over time;
- include principles of equality and equal opportunities as part of the employee evaluation and selection process;
- adopt an open dialogue and discussion approach in relations with employees in order to involve them in our commitment to social sustainability and raise their awareness of gender equality principles;



- carry out periodic internal audits and reviews to ensure compliance with social equality requirements, planning and implementing corrective and improvement actions where necessary;
- take part in the dialogue with all stakeholders, documenting and communicating Sesa's commitment to Gender Equality to all stakeholders;
- comply with the legal provisions on equal opportunities, diversity and inclusiveness of any kind;
- prevent any form of gender discrimination or physical, verbal and/or digital violence;
- promote full transparency and fairness in all our work activities and in our relations with stakeholders, including employees.

Empoli (FI) - April 30, 2025

Sesa S.p.A.

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This Policy and the principles described above are known and disseminated to all employees, outside the organisation, and to all those who request them. A copy of the Policy is also published on the company website.