

**Gemini s.r.l.** has long been committed to creating and fostering an inclusive and diverse work environment.

The Company firmly believes that this will bring benefits and growth at both company and team level. It therefore promotes inclusive diversity and a workplace free from discrimination, identifying gender equality as the core of this project. The company's goal is to ensure that all employees, regardless of gender, are offered equal opportunities.

**Gemini s.r.l.**, as established by UNI PdR 125:2022 on GENDER EQUALITY, intends to ensure this aspect by promoting diversity in the roles within the organization.

Diversity, equity, and inclusion are an integral part of Gemini's strategy to create a work environment in which everyone can give their best. For these reasons, the company is committed to:

- promoting a stimulating, creative, and non-discriminatory workplace for all employees and external business partners;
- prohibit any conduct that could negatively affect a person's dignity;
- have zero tolerance for harassment and all forms of discrimination on grounds such as: sex, gender identity, age, origin, religion, sexual orientation, physical appearance, health, disability, union activity, political opinions, nationality, family situation;
- support equal opportunities for every employee or candidate in terms of hiring, access to training, remuneration, welfare, internal mobility, and professional development: the only factors taken into consideration are skills, experience, and personal aptitude;
- promote diversity, making the different identities of the people at **Gemini s.r.l.** and of external business partners a strength and a fundamental ingredient of our success.

Employees who report concerns or allegations will not incur disciplinary sanctions or discriminatory acts if they act in good faith and without malicious intent, even if the facts reported prove to be inaccurate or no further action is taken. The relevant company representatives will examine the reports submitted, with the support of other departments if necessary. If the allegations are confirmed by the investigation, **Gemini s.r.l.** will handle them by applying corrective and/or disciplinary measures, as well as legal action if deemed necessary.

All decisions regarding selection, hiring, promotions, compensation policies, decisions regarding employee development such as training, and everything related to working conditions, are considered regardless of age, ethnicity, geographic origin, religion, disability, sexual orientation, and gender identity.

All employees, regardless of whether they are part-time, full-time, or temporary, are treated fairly and with respect. **Gemini s.r.l.** selects candidates for hiring, promotions, training, or any other benefits based on their aptitude and skills; all employees are supported and encouraged to develop their full potential and contribute their unique talents.

The main goals are to end gender-based violence, combat sexist stereotypes, close the gender gap in the labor market, achieve equality in various economic sectors, address the pay and pension gap, and achieve gender balance in the decision-making process.

The organization, with the desire to always pay attention to this satisfaction and in all circumstances of women's working lives within the organization, looks at this "life cycle" through the following aspects:

- a. Recruitment
- b. Career management
- c. Pay equity
- d. Parenting and care
- e. Work-life balance
- f. Prevention of abuse and harassment

The Company has defined its internal organization to manage these matters and to ensure the necessary actions are taken to pursue its goals of continuous improvement and, above all, to effectively implement its Gender Equality Policy.

The Policy will be monitored and reviewed on a regular basis to ensure that equality and diversity are continuously promoted in the workplace.

The Gender Equality Policy is published on the institutional website in order to spread awareness not only within the company but also outside it.