



GENDER EQUALITY MANIFESTO

OUR MANIFESTO

Rancilio Group is dedicated to improving the quality of life and the development of our personnel in three essential areas: health, training, and corporate identity. This means promoting physical and mental wellbeing, supporting personal and professional growth, and creating an inclusive working environment with an eye on diversity, favouring the expression of each person's potential.

As established within the **UNI/PdR 125:2022** management system under which we operate, our company aims to ensure the presence and professional growth of women in the working world, with attention to the following areas:



Selection and recruitment



Parental leave and care



Career management



Work-life balance



Pay equality



Abuse and harassment prevention

Rancilio Group believes that to generate a true change in paradigm, it is essential to integrate the principles of gender equality and respect for diversity in our company objectives. To this end, the appropriate tools must be adopted that focus on and define specific objectives for each stage in the professional path of women in the company. Progress must also be clearly measured in a standardised way with certification of the results through qualified, transparent processes.

For this reason, our company is committed to adopting the principles of **gender equality**, expressing them throughout women's professional paths and stages of life, from recruiting to retirement. Our goal is not only to increase the number of women who work, but also to guarantee equal career opportunities up to the highest positions, along with equal pay and a work-life balance suitable for the different stages of life, while proactively balancing family responsibilities between women and men.

This also implies a working environment that rejects stereotypes, discrimination, and any form of physical, verbal, or digital abuse, while creating a culture of diversity and inclusion. As required by UNI/PdR 125:2022 procedures, Rancilio Group has associated each of these aspects with a specific, measurable equality **objective** indicated in our strategic plan, with the goal of generating sustainable, long-lasting change with a view to continuous improvement.

For Rancilio Group, gender equality is a **solid commitment** and **strategic priority**.

To guarantee implementation of the actions necessary to pursue the objectives of continuous improvement set by our company, and, even more fundamentally, to effectively implement the gender equality policy, the company has appointed a manager to coordinate and correctly execute the policy, who will act as the designated reference person for all company personnel.

The policy will be monitored and revised regularly to guarantee that equality and diversity are continually promoted in the workplace.