

Policy for Gender Equality

FAMAS SYSTEM SPA aims to recognize, protect and value the differences between men and women and the equal opportunities in the workplace, from recruitment to development practices vocational and career.

The underlying principle of this is the need to give women the opportunity to choice of both private and professional life, without becoming an object of discrimination.

FAMAS SYSTEM SPA is committed to pursuing gender equality, enhancing diversity and supporting Women's empowerment in economic life through the following actions:

- Strengthen the concept of Equal Opportunities, allowing women to access all roles vocational training and equal pay for men;
- Integrate gender policies into all organisational, business development and leadership;
- Promote the concept of equality in participation and representation within of the holding;
- Contribute to the improvement of gender balance within the company;
- Promote equal social and civil rights;
- Promoting women's rights;
- Combating sexual violence;
- To promote the overcoming of gender stereotypes and prejudices.

The KPIs identified in accordance with UNI PdR 125:2022 are an important part of the information necessary to determine and explain how FAMAS SYSTEM SPA is progressing towards its objectives fixed. Gender equality policy is:

- defined by the Senior Management, in coordination with the Steering Committee;
- communicated and disseminated within FAMAS SYSTEM SPA and to its stakeholders;
- The subject of awareness and training for management;
- revised and confirmed periodically (at least once a year) in the review phase on basis for events, changes and results of monitoring and audits;
- Coordinated by a responsible person, appointed by the management and having competence organizational and gender.

Management allocates adequate resources, responsibilities and authorities to the prosecution, the achieving and maintaining the gender equality objectives set. The management has directly assumed the role of Steering Committee for effective adoption and continued effective implementation of gender equality policy. This policy, available on the FAMAS SYSTEM SPA website is confirmed or updated at the time of periodic review, as part of the verification and improvement of the management.

The Management