

# GENDER EQUALITY POLICY

## MOD-01-D

### GENDER EQUALITY POLICY

PAN URANIA S.p.A., in line with its vision and core values, has chosen to implement a Gender Equality Management System (GEMS) in compliance with the UNI/PdR 125:2022 reference practice, as an effective tool to ensure the management of company processes based on respect for individuals and equal opportunities.

The adoption of this Policy and the related policies, defined by Management in collaboration with the Steering Committee, demonstrates PAN URANIA S.p.A.'s commitment to promoting a healthy and inclusive work environment, where mutual respect is encouraged and each individual is provided with the tools to feel valued in their identity.

PAN URANIA S.p.A. believes that the development of a cultural model that promotes gender equality, in addition to generating social value appreciated in the economic context in which it operates, also represents a growth factor for the organization itself.

For this reason, the company aims to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the various areas identified by UNI PdR 125:2022, are genuinely appreciated by the women within the organization, who are the real stakeholders in the results produced by the management system.

PAN URANIA S.p.A. addresses all stakeholders, including employees, collaborators, suppliers, and customers, with the goal of having a significant impact within its network. The principles outlined in this document are communicated through the company website, email, informational materials, dedicated training initiatives at all levels, and through engagement and listening activities involving both internal staff and stakeholders, in order to ensure alignment with the evolving context in which the company operates.

By translating its values into concrete actions and with the support of the adopted management system, PAN URANIA S.p.A. aims to pursue the following objectives:

- Increase women's participation in the labor market by adopting recruitment policies and career management practices that enhance individual competencies, ensure equal opportunities, and support a balanced distribution of the female workforce across different sectors;

- Contribute to eliminating the gender pay gap by committing to greater equality in compensation, and by adopting and clearly communicating fair and transparent remuneration policies;
- Promote gender equality in decision-making processes by ensuring gender balance in the assignment of leadership and governance roles;
- Combat gender stereotypes and violence by protecting and supporting victims, preventing risks of violence and harassment, eliminating all forms of discrimination and physical, verbal, or digital abuse, and paying particular attention to dismantling stereotypes;
- Promote work-life balance and support parenthood and family life by fostering a work environment that safeguards psychological and physical well-being through programs and measures aimed at reconciling work and personal life, as well as supporting and valuing the distribution of family and caregiving responsibilities;

To ensure the success of these principles and objectives, PAN URANIA S.p.A. considers it essential to adopt and continuously improve its management system in order to develop an organizational model that promotes gender equality, enhances fairness and inclusivity, and supports women's empowerment.

In summary, PAN URANIA S.p.A. is committed to:

- Implementing tools, including monitoring systems, to prevent all forms of gender discrimination and to counter any action that undermines the dignity of employees, regardless of their role or level of responsibility;
- Enhancing diversity in every company process, from recruitment and selection to training, from defining compensation policies to awarding incentive systems, from supplier selection to service delivery;
- Promoting awareness and engagement initiatives among employees on equal opportunity and women's empowerment issues, avoiding stereotypes and highlighting the visibility of women's contributions;
- Supporting neutral, respectful, and inclusive communication; PAN URANIA S.p.A. acts to ensure that all employees treat each other with dignity, respect, and fairness, adopting conduct and communication that reflect inclusion, appreciation of diversity, protection of gender equality, and support for organizational values;
- Monitoring and managing any reports from employees related to relevant issues, ensuring confidentiality for those reporting and addressing identified concerns effectively;
- Exploring best practices for promoting inclusion, gender equality, and integration, both within the company and in similar organizations;

- Establishing objectives for initiatives and defining parameters to measure their success, ensuring continuous evaluation of results;
- Periodically reviewing or confirming the gender equality policy during management reviews, based on events, changes, and monitoring and audit results.

PAN URANIA S.p.A. has established a Steering Committee for Equal Opportunities which, through the availability of appropriate resources, ensures the effective adoption and continuous implementation of the Gender Equality Management System.

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Barberino Tavarnelle, November 2025

PAN URANIA S.p.A.