

GENDER EQUALITY POLICY

In accordance with the UNI/PdR 125:2022

PROEL ENGINEERING S.R.L.'s corporate management, considering the evolutionary context and in collaboration with the Guidance Committee appointed for this purpose, through this document, applicable to all internal staff and external staff who collaborate continuously, defines the principles and objectives that determine the company's commitment to the issues of gender equality, enhancement of diversity and female empowerment, formally undertaking to apply a specific Policy as determined below.

The Company intends to ensure the management of all phases of the "life cycle" of a resource within the company's workforce, from selection to training and growth, by placing it on the principle of equal opportunities, inclusion and meritocracy, by the provision of reporting and monitoring systems useful to identify and eliminate any possible misalignment.

The gender gap and similar situations that may have occurred or could occur later in the company's life should be reduced as a fundamental prerequisite. In particular, the following will be observed:

- Culture and strategy
- Governance
- HR processes
- Growth and Inclusion Opportunities for Women
- Gender Pay Equity
- Parental Protection and Work-Life Balance

PROEL ENGINEERING S.R.L.'s Management will implement the actions already undertaken aimed at putting into effect policies on recruitment plans, favouring and valuing diversities which, as numerous studies show, open up new ideas and solutions and motivate healthy competition among staff and working groups. The purpose of all this is to maintain a constant momentum in all sectors and business areas, ensuring stability in terms of growth and prosperity in an increasingly competitive field.

PROEL ENGINEERING S.R.L. management's attention to the topic of market evolution, client needs, third-party companies and employees, is reflected in a deep research for the best prerequisites aimed at promoting gender equality not only within its own corporate reality, but also in relationships and commercial relationships with other partners (and clients) equally committed to the issues of inclusion and equality, respecting the principles of impartiality that are necessary for third-party verification and certification activities, which are and will remain the company's core business.

As a result, PROEL ENGINEERING S.R.L. management is focused on:

- ❖ Emphasizing the culture of diversity and inclusiveness, pursuing the creation of the best possible conditions for attracting, growing and retaining talented people by defining a corporate welfare plan that includes initiatives to improve people's well-being, both in the workplace and in the reconciliation of professional activity and private life.
- ❖ Communicating transparently, internally and externally (including marketing and advertising activities), the desire to pursue gender equality, value diversity and support the employment growth of the female gender.
- ❖ Promoting activities and events that focus on raising awareness of gender equality and inclusion, also through online postings and publications on their website and social media.
- ❖ Establishing a workspace that is inclusive, collaborative, supportive, transparent, and willing to listen to all staff.
- ❖ Ensuring gender pay equity, enabling women to participate and remain in the workplace context, through the support of care costs, enhancing skills, ensuring the fair remuneration of jobs and occupations with equivalent socio-economic value.

To obtain these desired results (and indicated above) the PROEL ENGINEERING S.R.L. defines the following objectives through Performance Indicators (KPIs) detailed in the Strategic Plan, based on the 6 thematic areas indicated in UNI/PdR 125:2022:

- Culture and Strategy: keeping a working environment that is conducive to improving the process of inclusion and gender equality.
- Governance: involves finalizing and introducing a governance process to protect gender equality and inclusiveness, as well as identifying and remediating non-inclusion events.
- HR processes: are designed to outline the different phases of an employee's 'life cycle' within the company while respecting diversity and incorporating principles of inclusion.
- Growth and Inclusion Opportunities: achieved a better performance on gender equality and inclusiveness in relation to internal career paths and timelines.
- Gender Pay Equity: improving and maintaining procedures to ensure equality in remuneration between genders.
- Parental Protection and Work-Life Balance: implementing policies to support employees in their parenting and care activities.

Last but not least, PROEL ENGINEERING S.R.L. intends to identify its strengths and weaknesses in the area of inclusion in its work context, workers of all different genders, different cultures, religious beliefs, improving increasingly all aspects, with the ultimate goal of being able to symbolically "abolish" from its corporate lexicon the concept of "diversity".

The company's policies on social Responsibility, Quality, Safety, and Environmental protection, along with the Regulation for Combating Harassment in the Workplace, are all part of this integrated Policy.

Staff are required to comply, for the activities under their responsibility, with the provisions of the Management System and the related Policies, as well as to apply the principles contained in this Policy on a daily basis.

The suitability of this Policy is reviewed annually during the Company Management System review activities.

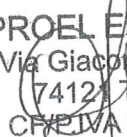
The Gender Equality Guidance Committee holds the responsibility for the implementation of this Policy.

Dated

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The Legal Representative

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