

## GENDER EQUALITY POLICY OF MAFFEIS ENGINEERING

Maffeis Engineering S.p.A. considers its Staff as the fundamental resource for business success and, in order to ensure the excellence of the services offered, recognizes the need for continuous and consistent investment in staff training, as well as the implementation and maintenance of a merit-based system that rewards and enhances high-level corporate performance.

In line with this key principle, Maffeis Engineering S.p.A. is committed to promoting an inclusive work environment, where every employee is respected and valued in their identity, actively striving for gender equality and supporting women's empowerment.

Maffeis Engineering S.p.A. promotes the adoption of inclusive behaviors and language that encourage the expression of all individual identities and prevent discrimination against diversity.

The management of our employees' presence within the company is based on meritocracy and substantive equality, regardless of gender, ensuring:

- Gender neutrality in recruitment and role assignment processes.
- Objective evaluation of work performance, based on skills.
- Pay equity.
- Equal access to career development opportunities.
- Equal participation in training programs.

With regard to its resources, Maffeis Engineering S.p.A. aims to foster:

- The promotion of an organizational culture attentive to work-life balance, with tools and measures accessible to everyone.
- The promotion of an organizational culture attentive to parenthood, where parental leave is accessible to all.
- The recognition of extra-work responsibilities as an element that enriches skills within the company.

When our organization participates with its speakers in panels, round tables, events, conferences, or other meetings, including scientific ones, Maffeis Engineering S.p.A., as far as possible, is committed to ensuring gender-balanced representation among speakers.

In marketing and communication activities, as well as in public events, Maffeis Engineering S.p.A. is committed to paying the utmost attention to avoiding the use of gender stereotypes and to supporting women's participation in the professional world.

Within its organization, Maffeis Engineering S.p.A. adopts measures of cultural promotion, awareness, and training in order to foster inclusion and counter stereotypes, discrimination, and abuse.

Maffeis Engineering S.p.A. establishes dedicated communication channels for reporting any situations that do not comply with corporate principles.



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