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GENDER EQUALITY AND INCLUSION POLICY

No. Revision	Revision Date	Description of changes	Prepared by	Signature for review	Signature for approval
1	01.07.26	Rebranding	Gender Equality Committee		

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1. INTRODUCTION

Agrumaria recognizes the fundamental importance of gender equality and the valuing of diversity as key elements for sustainable growth, innovation and organizational well-being.

The company is committed to creating an inclusive and respectful working environment for all people, in which everyone can fully express their potential, free from discrimination and prejudice.

This Policy sets out the principles, guidelines and actions that Agrumaria undertakes to pursue in order to promote equal opportunities, equal treatment and the valuing of diversity both within and outside the organisation.

2. GENERAL PRINCIPLES

- Equality and Equal Opportunities: Agrumaria guarantees equal opportunities for employment, professional development and pay to all people, regardless of gender, age, ethnicity, religion, sexual orientation, disability or any other personal characteristic.
- Respect and Dignity: The company promotes a culture based on mutual respect, the dignity of the individual and zero tolerance toward any form of discrimination, abuse or harassment.
- Valuing Diversity: Agrumaria recognizes and values differences as resources, committing to create an inclusive environment in which every individual feels represented, respected and valued.
- Inclusive Communication: The company encourages internal and external communication that reflects diversity, is inclusive and free of stereotypes, with attention to the language and images used.

3. SPECIFIC AREAS OF ACTION

To translate these principles into concrete actions, Agrumaria is committed to acting in a number of key areas to promote gender equality and the valuing of diversity:

In recruitment and hiring, the company guarantees transparent and fair processes in which every application is assessed solely on the basis of skills and potential, without any discrimination on grounds of gender, age, disability, sexual orientation or culture.

Agrumaria is also committed to promoting the presence of women in all roles, including technical ones, using inclusive job advertisements and communication materials that are free of stereotypes and representative of diversity.

With regard to development and training, Agrumaria is committed to offering equal opportunities for professional growth, encouraging all employees to take part in upskilling programs, including in areas traditionally less represented by women, and fostering paths of empowerment and growth within the company.

The company is also committed to ensuring pay equity through the periodic monitoring of remuneration, so as to ensure that it is always commensurate with skills and responsibilities, regardless of gender.

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To support the balance between working life and private life, Agrumaria is committed to promoting forms of organizational flexibility and, where compatible with the specific requirements of the various roles, remote working arrangements. The aim is to enable everyone to better balance professional and family responsibilities, with particular attention to needs related to parenthood and caregiving duties.

Finally, Agrumaria is committed to adopting and maintaining a zero-tolerance policy toward harassment and abuse, providing secure and confidential reporting channels as well as training initiatives aimed at prevention and at spreading a culture of mutual respect.

These commitments represent the direction the company pursues in order to build and consolidate an inclusive, fair and respectful working environment, in which every person can feel welcomed, valued and enabled to express their potential.

4. COMMUNICATION AND AWARENESS

Agrumaria considers it essential to continuously raise awareness among personnel and stakeholders on the topics of gender equality, diversity and inclusion.

This Policy is shared, as needed, with Agrumaria's material stakeholders - made easily accessible and published on the company website. It is also the subject of specific training, both for existing personnel and for new hires during the onboarding process, so as to ensure full understanding of and adherence to its principles from day one.

Awareness campaigns, workshops and seminars will be organized on a regular basis to increase awareness and foster cultural change.

The company also promotes the use of inclusive language and of images representative of diversity in all internal and external communications.

5. MONITORING AND EVALUATION

To ensure the effectiveness of the actions undertaken, Agrumaria:

- Periodically monitors equality and inclusion indicators (e.g. presence of women by hierarchical level, gender pay gap, use of parental leave).
- Collects employee feedback.
- Extends the application of the Policy to all people who work with the company in any capacity, including those employed by suppliers and subcontractors.
- Prepares periodic reports on progress and identifies any areas for improvement.

6. RESPONSIBILITIES

Company Management, with the support of the Steering Committee for Gender Equality and Inclusion, is responsible for the implementation, monitoring and continuous improvement of this Policy.

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All employees, at every level, are required to actively contribute to creating and maintaining an inclusive, respectful working environment free from discrimination.

7. REVIEW

This Policy will be reviewed periodically to verify its adequacy and consistency with company needs and with best practices in the field of gender equality and inclusion.

Updates will be communicated promptly to all personnel and interested stakeholders.

Place and date
Reggio Calabria, 01.07.2026

Signature of the Legal Representative

Felice Orazio Chirico