

	INTEGRATED MANUAL and MANUAL 13485	
	Section 5	Rev. 00
	All. 53/B GENDER EQUALITY POLICY	20/02/25

Rev.	Effective Date	Description of the revised points	Edited by RSQ Date	Approved by GM Date
00	20/02/25	First issue as attachment for details on the gender equality policy	20/02/25 <i>Debella Bolero</i>	20-02-25 <i>Alfredo P.</i>

Premise

Leghe Leggere Lavorate S.r.l. has been a point of reference in the world of subcontracting of implantable medical devices since 1951 and has always placed commitment, collaboration and the desire to improve as the guiding values of its work.

The ambition for continuous improvement and belonging to a difficult and selective market such as the medical one has led the company to embark on a path of development of its human capital in order to create the best conditions that allow the company to grow and develop together with its staff.

1. The purpose of the Gender Equality policy

In this regard, recognizing gender equality as an extraordinary engine of growth and development and wanting to improve the business environment in this regard, Leghe Leggere Lavorate S.r.l. has drawn up and approved this Company Policy for Gender Equality, in accordance with the provisions of the UNI/PDR 125:2022 guidelines and as a contribution to the achievement of goal 5 of the Sustainable Development Goals of the United Nations 2030 Agenda (Gender Equality).

This Company Policy for Gender Equality is based on the principle of gender equality articulated throughout the professional career of personnel with the aim of increasing the presence of women within the work context, making the company attractive to both genders, but also ensuring equal opportunities for career advancement and economic treatment through policies aimed at promoting and enhancing diversity and meritocracy.

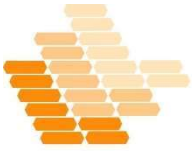
This Policy is aimed at all company personnel and shared with all its main stakeholders, suppliers and customers, so that they can serve as an example and spread the values and respect for inclusiveness.

The Policy and its contents will be the subject of information and training courses for all staff and the effective implementation of the principles enshrined therein will be constantly monitored by the company.

2. General principles of Gender Equality policy

In this context, the Company undertakes to:

- Promote the value of diversity and equal opportunities within your organization by spreading the positive value of differences and the culture of respect;
- Create an inclusive work environment, free from any direct or indirect discrimination and any type of harmful behavior based on gender diversity;
- Implement specific personnel management policies aimed at ensuring fairness in all phases of the employment relationship;
- Ensure internal and external communication initiatives aimed at pursuing gender equality, enhancing diversity and supporting women's empowerment;
- Recognize the value of work-life balance by developing programs and initiatives for parenting and care and work-life balance;
- Prevent all forms of physical, verbal and digital abuse and harassment in the workplace through specific policies and awareness-raising activities.
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In accordance with the UNI/PDR 125:2022 guidelines, this Policy:

- It was defined by the Company Management, in coordination with the Steering Committee, established on 23/01/2025;
- It has been communicated and disseminated within the organization and to its stakeholders
- It will be the subject of training and awareness among all staff;
- It will be subject to periodic review or confirmation on the basis of events, changes and the results of monitoring and verification;
- It will be coordinated by a responsible figure, designated by Top Management and possessing organizational and gender skills. To this end, Mrs Valentina Riva was appointed.

This Policy is published on the company website at: www.legheleggere.com

Compliance with the Policy is monitored and ensured by the Steering Committee, which is the guarantor of the processes to identify, investigate and manage any form of non-inclusiveness, guaranteeing confidentiality on reports and information acquired.

Any report, complaint or complaint regarding situations contrary to or not in compliance with this company policy for gender equality can be sent to the Steering Committee at the e-mail address paritadigenere@legheleggere.com or, even anonymously, through the digital Altamira or the special box at the entrance to the Plant1 workshop door.

3. Specific areas and key principles

Based on the commitment described above, the company intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established by the UNI/PDR 125:2022 guidelines, have a significant impact on the women who are and will be part of the company, through the following areas:

- a) Selection and recruitment
- b) Career Management & Training
- c) Fair pay
- d) Parenting, Care
- e) Work-life balance
- f) Prevention of abuse and harassment
- g) Communication

For each area, this Policy sets out the key principles that will provide the necessary input to:

- Formulate the Strategic Plan for Gender Equality: a formal document in which the company defines the objectives to be pursued, establishes resources, responsibilities, methods and monitoring frequencies.
- Identify, develop and implement "operational" procedures specifically dedicated to gender equality, according to the context of the organization.

a) Selection and recruitment

The company, with the aim of continuing to conduct selection and recruitment processes that are based on objective criteria, which can lead to an ever greater gender balance in its workforce, as well as to ensure an increasingly fair process, undertakes to comply with the following principles:

- The job offer must be expressed in a gender-neutral manner.
- The selection of profiles must be exercised in a gender-neutral manner.
- The selection criteria must take into account objective requirements inherent to the profile sought, such as skills, specializations and experience.

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- The selection should not involve the direct or indirect collection of personal information relating to, but not limited to, marriage, pregnancy and family responsibilities.
- The remuneration related to the job position sought must be related to the tasks and responsibilities and not influenced by gender.

During the recruitment phase, an informed and transparent negotiation on remuneration must be carried out

b) Career Management and Training

The company, aware of the importance of basing its decisions on results and merit regardless of gender, is committed to respecting the following principles in the management of personnel careers:

- All career paths must be accessible regardless of gender.
- Career advancement assessments must be based on objective requirements such as activities performed, performance, behaviour, skills, responsibilities, autonomy, experience, etc.
- The evaluation criteria for career advancement must be transparent and known or knowable by all staff.
- The work environment must foster a culture of feedback and the possibility for all people to express themselves.
- Training for the development of both technical and managerial skills must be accessible regardless of gender.
- The presence of women and men in roles of business unit responsibility, reporting to the top and with delegation over the spending budget, must aspire to be balanced.

c) Fair pay

The company, during the recruitment phase and throughout the career of the staff, intends to ensure pay equity regardless of gender, therefore, in providing for the determination, payment and changes of remuneration, it undertakes to comply with the following principles:

- The remuneration of staff is recognised in relation to the role and responsibilities assigned.
- Company pay systems must ensure equal pay for equal work or work of equal value.
- Any more favourable treatment must be based on objective and justifiable criteria and must not be discriminatory.
- The criteria used to determine compensation, benefits, bonuses and economic progression must be transparent and known or knowable by all staff. These criteria must be objective and gender-neutral.
- During the recruitment phase, an informed and transparent negotiation on remuneration must be carried out.

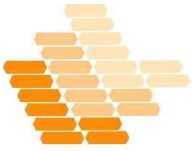
d) Parenting and Care

The company intends to support parents and caregivers by promoting the utmost respect for individual needs and supporting their commitment through initiatives based on the following principles:

- The rights attached to the status of parent or caregiver must be made transparent and fully exercisable by all staff without any hindrance or discrimination.
- The status of pregnancy, maternity and breastfeeding must be protected by guaranteeing the full enjoyment of the rights provided for by current legislation.
- Paternity leave must be promoted so that all potential beneficiaries can take it for the entire period provided for by law.
- The exercise of the right to parental leave must be guaranteed regardless of gender.
- Parent or caregiver status should not be an obstacle to career advancement.
- Maternity and fatherhood are accompanied by information and re-integration activities.
- The organization takes an active role in supporting, with concrete initiatives, parenting and caregiving.

e) Work-life balance

The company intends to promote the reconciliation of work and private life for all staff, also in order to improve the sharing of care responsibilities between men and women and gender equality in the workplace and family, based on the following principles:

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- The organization adopts, where possible, measures of flexibility of times and places of work, aimed at reconciling life and work.
 - Work-life balance measures are aimed at all staff regardless of gender.
- The elements of work-life balance provided for by law (e.g. holidays, permits, etc.) are fully respected and their use made easy and transparent for all staff

- The organization takes an active role in supporting, with concrete initiatives and dedicated services, the work-life balance of its staff.
- Support for work-life balance is also implemented through an offer of dedicated services.

f) Prevention of abuse and harassment

The company rejects any form of abuse, harassment or mobbing by exercising prevention and zero tolerance towards these phenomena, through concrete actions based on the following principles:

- Risks related to abuse and harassment must be identified as part of the business risk assessment.
- The company plans specific prevention actions to protect the working environment in relation to these risks.
- There is the possibility of reporting, even anonymously, suspicions and/or facts relating to abuse and harassment in the workplace.
- A whistleblowing process is implemented to investigate and sanction abuse and harassment.
- The company identifies contact persons responsible for managing reports of episodes of abuse and harassment.
- The company guarantees absolute protection of the reporting persons from any subsequent retaliation.
- The company promotes awareness-raising activities on the identification of harassment in the workplace and the prevention of gender-based violence.

g) Communication

The company, recognizing the importance that the internal and external communication method assumes in the pursuit of gender equality and in supporting women's empowerment, undertakes to use and ensure the use of language aimed at inclusion and respect for gender equality, based on the following principles:

- The company ensures constant attention to language, promoting and using polite and neutral communication.
- The company is committed to preventing and combating any discriminatory language or language based on prejudice or stereotypes.
- The company is committed to spreading the culture of an inclusive language, through training of its staff at all levels.
- The company is committed to ensuring equal gender representation in panels, roundtables or events that it hosts or attends.
- The company is committed to raising public awareness of diversity and inclusion issues