



IMAC Gender Equality Policy

IMAC company has been committed for long to its human resources, job environment and staff skills to let people act in an inclusive workplace with no prejudice.

With reference to the ongoing situation, the company management made the decision to carry out and implement a **Gender Equality Management System**, according to the **UNI PdR 125:2002** current regulation, to be first recognized in a formal and effective way for its fair, inclusive and gender equal inner policies, while supporting and encouraging a culture for inclusion, diversity appreciation and women empowerment.

The management, in cooperation with and under the supervision of the Advisory Panel, defines and carry on the **Gender Equality Policy** stating the principles, goals and guidelines describing the Company commitment towards the topics related to Gender Equality.

The company management is committed to:

- Define a **Strategic Plan** aimed to foster and support an inclusive job environment with company values fitting a culture for inclusion
- Fulfil the recruitment and selection process as well as the company career development with the purpose to guarantee the same possibilities to the staff as a whole
- Ensure a gender salary policy, all the other conditions being equal
- Define a parenthood management system and the trade-off between professional life and leisure time
- Support an inclusive job environment to be cooperative, sympathetic, clear and well opened to dialogue towards everyone
- Clearly communicate the intention to pursue gender equality and diversity appreciation actions to all the interested people.

The Gender Equality Management System is based on rules and practices fixed and agreed with the general corporate structure, made official in documents and procedures useful to guide any company job position during the company activities and to guarantee the achievement of the following **goals**:

- the job environment empowerment to foster and support the trade-off between professional life and leisure time, the inclusion process, the gender equality and the gender diversity appreciation**
- the fulfilment of a company governance model to define the necessary organisational checks together with the procedures aimed at identifying and finding a solution to any non-inclusive occurrence**
- the fulfilment of HR processes related to the different stages featuring the whole life cycle of a human resource in the corporate structure and based on the principles of inclusion and diversity respect**
- the betterment of the corporate structure capacity to create genre neutral access to professional careers and company job positions and their consequent development**
- the fulfilment of balanced salary practices**
- the fulfilment of supportive policies towards company staff in their parents' and caregivers' activities**
- to prevent and make difficult any kind of physical, verbal and digital abuse within the workplace**

The above-mentioned goals are detailed according to the **Key Performance Indicators (KPI)** in the **Strategic Plan** and their achievement is made possible only by everyone's effort. Therefore, all of the managers, head officers and employees are asked to act in a way to respect, depending on their competences, what is stated in the Genre Equality Management System and in the related policies and to apply the principles included in this Policy on a daily basis as well.

The company is arranging and disclosing a **Communication Plan** to the stakeholders referring to its commitment about the issues of gender equality, diversity and inclusion, while assuring a communication strategy connected with the principles of this document and consistent with the goals fixed and executed in the Strategic Plan.

The Gendre Equality Policy will be systematically reviewed during the re-examination operations of the Company Management System to ensure employees and partners could fully acknowledge the contents and make an effort to carry them on and the stockholders would also be kept informed about the changing company context.

IMAC S.p.A. – Managing Director

Renato Mazzocconi