

With the aim of carrying out its mission as best as possible and in line with its strategic vision COATYARN S.R.L. has decided to adopt a **Management System for Gender Equality (SGPG) compliant with UNI/PdR125:2022** as a valid tool to ensure gender equality relating to the presence and professional growth of women, enhancing inclusive culture and activation of processes capable of developing female empowerment.

Achieving certification for COATYARN S.R.L. represents only the first step in a path of implementation of gender equality policies, with a view to improving and promoting gender equality. The certification, in fact, has the objective of accompanying and encouraging the organization to adopt policies suitable for reducing the gender gap with the consequent benefits for the well-being of the staff, in addition to the reputational and ethical impacts.

## **OUR INSPIRING PRINCIPLES**

The fundamental principles underlying the Gender Equality Policy of COATYARN S.R.L. are:

- IMPARTIALITY AND INCLUSIVITY
- CORRECTNESS AND TRANSPARENCY
- STAFF ENHANCEMENT
- PROTECTION OF THE PERSON
- CONTRAST TO ALL FORMS OF VIOLENCE AND DISCRIMINATION

Coatyarn s.r.l. is in fact firmly convinced that we can and must contribute to a cultural change in our society in order to achieve more equal gender equality. All our efforts are therefore aimed at maximizing progress in the field of employment and female representation through concrete actions starting from our reality. For this reason we are committed daily to overcoming the stereotypical vision of roles, activating and hopefully attracting female talent, so as to stimulate the economic and social growth of the country.

To facilitate the achievement of the principles and objectives set out, the Management of COATYARN S.R.L. considers the continued adoption of the SGPG to be fundamental in order to develop an organizational model that promotes gender equality and enhances equity and inclusiveness.

COATYARN S.R.L. therefore undertakes:

- to **adopt tools to prevent any form of gender discrimination** and to combat any act detrimental to the dignity of staff, regardless of the role held and level of responsibility;
- to **enhance diversity in every company process**: from the search and selection of human resources to access to training, from the definition of remuneration policies to the evaluation of performance and the attribution of reward systems, from the selection of suppliers to the provision of services/ supply of products;
- to **support the family welfare** of its employees through working methods (smart working, part time, flexible working hours) such as to favor the conciliation between professional activity and private life;
- to **promote information, awareness-raising and staff engagement actions** on the issues of equal opportunities and female empowerment, avoiding stereotypes and promoting the visibility of women's contribution;
- to **promote communication**, also through marketing and advertising activities, which **transparently** declares the desire to achieve gender equality and enhance diversity and support female empowerment.