

# Gender Equality Policy



**ADEODATA**  
Life. Science. Service.

## Our Gender Equality Policy

At Adeodata, we believe that gender equality is not only a matter of fairness, but also a key driver of our company's growth and the well-being of the people who bring it to life every day. We want every person to feel welcomed, valued, and respected in a work environment where merit and skills matter more than anything else.

This is why we have defined a clear and practical policy, aligned with the principles of equity, inclusion, and respect for diversity. It's a commitment we pursue every day through measurable actions, in line with the UNI/PdR 125:2022 guidelines.

## Our commitment

We promote an inclusive and merit-based company culture.

Our goal is to ensure that everyone has the same opportunities for growth, regardless of gender. This means:

**Fostering a culture of respect:** We organize workshops, training programs, and internal awareness campaigns to break down stereotypes and build a more open and conscious workplace.

**Ensuring equal opportunities throughout the career path:** From recruitment to advancement, our processes are designed to be transparent, fair, and merit-based.

**Empowering female talent:** Through mentoring, coaching, and skills development programs, we support women's leadership.

**Supporting work-life balance:** We promote smart working, flexible schedules, and fair parental leave, because personal well-being is an integral part of professional life.

**Fighting all forms of discrimination:** We adopt a zero-tolerance policy toward harassment and inappropriate behavior, with clear and safe reporting procedures.

**Monitoring and continuous improvement:** We use specific KPIs to assess the impact of our initiatives and continuously improve our strategies. fici per valutare l'impatto delle nostre azioni e migliorare le nostre strategie con continuità.

## Le aree in cui agiamo

### Access to Work



We ensure a fair and unbiased selection process based on objective criteria. Job postings are written in inclusive language, and recruiters are trained to recognize and manage unconscious bias.

Every new hire goes through an onboarding process centered around equity and inclusion.

### **Training and Development**

We invest in people's growth through training on inclusive leadership, mentoring programs, and transparent internal mobility policies.

Our goal is simple: to make career progression fair and accessible for everyone.

### **Pay Equity**

We regularly review compensation data to prevent pay gaps and ensure promotions and bonuses are based on objective criteria.

We raise awareness among managers, because equity is built through everyday decisions.

### **Work-Life Balance and Welfare**

We promote a healthy balance between work and personal life through flexible work policies, balanced parental leave for mothers and fathers, well-being programs, and family support services.

### **Discrimination Prevention**

We provide secure and confidential reporting channels and protect anyone who reports misconduct.

The entire company takes part in mandatory training programs to promote a culture of respect.

### **Monitoring and Continuous Improvement**

All our actions are data-driven: we track female representation in key roles, the gender pay gap, participation in training, and internal satisfaction levels. Reports are handled promptly and transparently, and we publish periodic updates to share our progress.

### **Our goals**

Our goal is to build a fair workplace where everyone can freely express their potential. For us, gender equality is not a final destination but an ongoing journey made of listening, learning, and active participation.

We are committed every day to turning our values into concrete actions—because only in a truly inclusive environment can we grow together, as individuals and as an organization.