**POLICY FOR GENDER EQUALITY**

The purpose and efforts of Bellino Srl Bellino Srl, as established in the purpose of the management system, intends to ensure gender equality relating to the presence and professional growth of women.

In this sense, it wants to proceed to the valorization of the diversity present in the roles that it promotes in the organization and to maintain processes capable of developing female empowerment in business activities.

The attention of Bellino Srl, in the path that ensures the achievement and maintenance of this purpose, focuses its efforts in the following areas set out by the UNI 125:2022 practice

1. Culture and strategy

2. Governance

3. HR processes

4. Opportunities

5. Pay equity

6. Parenting

Bellino Srl believes that the development of a cultural model that promotes gender equality, in addition to generating "social value" appreciated in the European institutional economic context, constitutes a development factor for the business it conducts.

Results based on stakeholder satisfaction The company, for this reason, intends to ensure gender equality through concrete actions that, in addition to being compliant with the requirements/stability indicators in the individual areas indicated, result in real and concrete appreciation by the women present, who are the real stakeholders, of the results that the management system produces. Bellino Srl, with the desire to pay attention to a satisfaction account at any time and in any circumstance of a woman's working life, has chosen to look at a "life cycle" account through the following aspects:

* Selection and hiring (recruitment) Career management
* Pay equity
* Parenting, care
* Work-life balance
* Prevention of abuse and harassment

For each of the following aspects, Bellino Srl has established more specific policies that are reported below. Each policy that expresses the principles that inspire the company has associated specific and measurable equality objectives indicated in the strategic plan.

Bellino Srl, in relation to the analysis of its business processes, has understood and established the principles to be respected in reference to each of the following points.

These principles constitute the inspiring criteria of the processes aimed at addressing:

• The existing gaps in reference to the indicators established by the UNI PdR 125:2022 practice

• The needs of the women present, seen as the main parties interested in the concrete results of the system.

**POLICIES:**

**SELECTION AND RECRUITMENT**

Our company respects, with a view to improving, the following principles in the selection and hiring of personnel to be employed in business activities:

* The selection of the candidate must be carried out in a gender-neutral manner
* The selection criteria must take into account the requirements aimed at personal qualities such as: professionalism, competence, specialization, experience
* The selection must not include issues relating to marriage, pregnancy and family responsibilities
* The selection must consider that the presence of women and men in the workforce must be balanced with respect to the total number of people present
* The job position, foreseen during the hiring phase, must provide for a remuneration related to the duties and responsibilities and not influenced by gender
* The selection must consider that the percentages of women and men whose contract provides for variable remuneration are balanced.

**CAREER MANAGEMENT**

Bellino Srl is aware that the economic results achieved also depend on the human resources that work there and all the opportunities for the development of such career intends to refer them only to the results and merit of the person regardless of gender. With a view to improvement, it manages the careers of internal staff respecting the following principles:

• The assignment of roles and duties must consider, as applicable, a balance of gender leadership

• Career path planning and presentation must be addressed regardless of gender

• Staff career paths are accessible to all people who can verify, in a transparent manner, the maintenance of balances related to gender equality

• The work environment in which most of the day is spent must ensure the possibility (technological and physical) for all people to express themselves and well-being seen as safety and comfort

• Training for the development of skills and awareness is a fundamental process intended to remove any career difficulties and restore any leadership balances in gender

• Promotions, if foreseen, always take into account the gender balance in reference to the functional level.

**SALARY EQUITY**

During the hiring phase and throughout the staff career, Bellino Srl intends to ensure salary equity regardless of gender. Bellino Srl does not consider asymmetrically the costs to be incurred to remunerate people of different genders. In determining, paying and modifying remuneration, it respects the following principles:

* The remuneration of individuals is recognized in relation to their role and responsibilities and any additions in the form of benefits and bonuses to such remuneration are intended to be based exclusively on the results produced and recognized
* The remuneration, payment of bonuses and assignment of benefits, for transparency, are documented.

**PARENTHOOD, CARE**

Bellino Srl intends not to constitute any obstacle to parenthood, supporting motherhood and fatherhood through activities designed to meet the needs of those who, due to their status connected to parenthood, must balance their commitment between work and new needs that have emerged. The company supports this intention in light of the following principles:

* Maternity and paternity are supported by training, information and reintegration programs
* Maternity is assisted before, during and after birth as provided for by the applied CCNLL
* Paternity leave must be promoted so that all potential beneficiaries can benefit from it for the entire period provided for by law
* Returns from leave are supported by specific reorientation initiatives.

**WORK-LIFE BALANCE**

The organization intends to provide its staff with the opportunity to manage the time to dedicate to life and work through a balance of balances that takes into account both the company's business objectives and the psychophysical well-being of the worker resulting from greater freedom of self-determination. The principles underlying the work-life balance are the following:

* Work-life balance measures are aimed at all staff regardless of gender
* Adopts part-time, flexible hours
* Allows telematic connection with all staff who work from outside (regardless of contract), for work operations and participation in meetings.

**PREVENTION OF ABUSE AND HARASSMENT**

Bellino Srl repudiates any form of abuse and harassment and for this purpose carries out a zero-tolerance prevention and repression of the phenomenon. It implements its prevention through concrete actions whose principles include:

* That the risks related to abuse and harassment are identified
* Plan prevention actions in relation to this risk
* The possibility of reporting suspicions and/or facts related to abuse and harassment
* The absolute protection of the reporting persons from any subsequent retaliation
* Analyze and understand any episodes of abuse and harassment
* Develop kind and gender-neutral communication.

Document issue date, 08.04.2024