

GENDER EQUALITY POLICY

1. Background

Gianni & Origoni (hereinafter the "**Firm or GOP**") has made a commitment to operate consistently with the principles of the UNI/PDR 125 standard through methods and tools that promote and enhance inclusive diversity in a work climate in which the person is the driving force behind the organization's growth, using the principle of equal treatment of persons (hereinafter the "**Equality**") as a tool to confront all forms of discrimination.

In particular, the Firm aims to promote diversity and inclusion in every possible respect: origin, social status, religion, gender, age, identity, sexual orientation, psychophysical abilities, and political views (hereinafter, "**Diversity**").

The Equality Policy is periodically reviewed for consistency with the Firm's principles, and its adequacy is ensured by third-party audits by an Accredia-accredited certification body.

The firm, which is characterized by a strong internationality, shares the view that cultural differences constitute a personal and professional asset and embraces a culture focused on respecting and valuing Diversity by ensuring the implementation of concrete measures to effectively follow up on Gender Equality while countering discriminatory behavior.

The Policy identifies and defines principles, strategies and best practices adopted by GOP to create a collaborative, supportive work environment open to the contributions of all and everyone (professionals and staff), regardless of any form of Diversity and taking into account the peculiarities and needs of each person.

2. General principles and guidelines

The Policy will therefore be the reference point for all concrete measures that will be implemented by GOP to pursue Equality, enhance Diversity, and support women's empowerment.

3. Scope of application

The Policy applies to all persons who work within the Firm in any capacity (attorneys, associates, collaborators as well as employees and staff members of GOP).

4. Content of the Policy

The Policy provides for the adoption and implementation of internal measures and processes to ensure an inclusive and respectful work environment that enables and recognizes respect for the constitutional principles of Equality and Equality and, in particular, provides for:

- (i) The adoption of measures to promote equal opportunities for all resources;
- (ii) The adoption of measures that promote effective Equality in the work environment at all stages of the evaluation, establishment, management and termination of the relationship;

- (iii) The development of professional relationships marked, on all levels of the organization, on transparency, respect and mutual trust;
- (iv) The prevention of all forms of discrimination and appropriate enhancement of all resources;
- (v) The professional growth and generational development of the firm based on the principles of equal opportunities.

The implementation of an Equality Management System will specifically involve the activation of the following measures:

- opportunities for growth and financial treatment;
- parenting and work-life balance management policies;
- business process management policies.

The Firm's internal policies aim to prevent all possible forms of discrimination-both direct and indirect- and take the following measures:

(a) Language. Use, at all levels, both internally and in communicating externally, of respectful and inclusive language that takes into account the subjective perception of the person and the possible variables of each person's identity and personal sphere.

(b) Training. Programming training paths, at all levels, marked by principles of Inclusion and Equality by promoting its own training initiatives as well as through the involvement of the most important organizations in the sector, ensuring free access and equal participation in order to actively affect the culture of the organization.

(c) Work-life balance. Adoption of initiatives to promote equal opportunities, work-life balance. GOP intends to empower its resources to manage a work-life balance that takes into account both the business objectives of the law firm and the mental and physical well-being of the individual.

(d) Family responsibilities. Adoption of initiatives to support the sharing of family responsibilities and removal of potential obstacles, including those related to parental leave and career development. GOP supports parenting with training programs and specific re-engagement initiatives, ensuring leave in accordance with the requirements of the law and its own policies in this area.

(e) Monitoring. Verification of the Firm's people's perception of equal opportunities, level of inclusion and integration within the Firm through internal and strictly anonymous surveys. Periodic internal audit activities verify the adherence of the management system to the standards of UNI/PDR 125 regulations, and identify corrective actions for improvement.

(f) Presidium Steering Committee. Establishment of an internal Steering Committee that can take up proposals and requests for improvement in the first instance, as well as any situations of discrimination or actual incidents of harassment. The Steering Committee issues and periodically updates the strategic plan on Equality with constant monitoring of its implementation and retention over time.

(g) Reporting and whistleblowing. Implementation of internal processes to identify, investigate and manage forms of non-inclusiveness and/or discrimination. In compliance with Legislative Decree No. 24/23, GOP has equipped itself with an internal procedure for any reports of situations of - among others - discrimination or non-inclusiveness, through the *whistleblowing* platform.

(h) Culture. Identification of cultural, organizational and relational obstacles that prevent full employment inclusion and adoption of measures to remove them.

(i) Remuneration policies. Implementation of equity and performance-based compensation and growth policies geared toward ensuring gender equality in order to increase equal career and succession opportunities to senior/managerial positions by increasingly ensuring gender balance with respect to positions of responsibility in complex structures.

(j) Recruitment policies. Implementation of a fair and impartial recruiting process in accordance with the Equal Opportunity Law (Articles 25 and 26) that avoids any form of direct or indirect discrimination based on gender, age, religious and political beliefs, personal or family care needs, parental status, and while avoiding any form of attitude, language or behavior that violates the dignity of the person by creating a climate of discomfort and/or intimidation.

(k) External representation. With reference to training held by GOP externally (webinars, speeches, talks, seminars, workshops, roundtables, events, conferences; etc.), implementation of policies to ensure that genders are equally represented among panelists at such events or other legal/technical event.

(l) Welfare. GOP has structured a welfare plan with a specific focus on gender equal opportunity policies and, in particular, to:

- I. Consolidate parenting enhancement services;
- II. Consolidate and maintain work life balance and agile work policies;
- III. Facilitate processes to accompany the return to the Firm after long periods of absence (e.g., parental leave, illness);
- IV. Promote and support activities and events aimed at fostering Equality and Inclusion including through posts and publications on its website and social media;
- V. Remove architectural barriers that prevent or make access and movement within the offices difficult.

(m) Internal representation. Implementation of internal processes to ensure fair distribution and equal gender representation within the Firm's governance bodies.

If you have any questions or requests about the Policy, the Steering Committee is at your complete disposal.

5. Update and review

Policy drafted September 5, 2023 and effective as of: September 5, 2023

Last updated: September 27, 2023