	POLITICS
	Gender equality policy

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1. INTRODUCTION

Unidata S.p.A. has always evaluated the skills and abilities of its personnel while trying to avoid gender bias and stereotypes.

With the adoption of UNI PdR 125:2022, a turning point has been reached and a concrete and systematic path has been set in motion to encourage an inclusive culture free of even unconscious bias that values all people in the company equally.

Unidata S.p.A.'s commitment is aimed at preserving the value of people, so that everyone feels included and can give the best of themselves by feeling an integral part of society, and is embodied in a human resource management strategy capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held in the organization.

The gender equality policy starts with gradually but rigorously reducing differences in pay and career advancement that may have occurred in the history of the company.

Likewise, policies and recruitment plans are put in place to foster and enhance diversity in the broadest sense that brings value and new impetus to all sectors and areas of the company.

There is evidence that the presence of people of different genders and, in a broader sense of different cultures, open up new ideas to innovative solutions and positive competition among staff and work groups.

This not only enhances each of us but also promotes business growth and prosperity in an increasingly competitive world.


The Company implements a policy aimed at fostering gender equality not only internally, but also by prioritizing relations and business relationships with companies and entrepreneurs similarly committed to issues of inclusion and gender equality.

At the personnel and career management level, specific operational procedures have been set up to manage the relevant areas from a Gender Equality perspective.

The Company has provided for the establishment of the Steering Committee and the appointment of its members, with the task of coordinating the drafting of the Strategic Plan and corporate policies, also identified a competent resource for the management of the Gender Equality system.

In addition to that,

- is concretely committed to family welfare, to concrete help for its employees' families both in terms of money and in terms of flexible working hours and agile work;
- Supports events aimed at promoting gender equality and inclusion;
- Promotes active gender equality and inclusion policies through social media posts and publications.

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2. GENDER POLICY

2.1. Statement of Commitment

Unidata S.p.A. is committed to fostering an inclusive and fair work environment that respects the rights of all employees, regardless of gender. The Company recognizes the importance of gender equality and is committed to creating equal opportunities and working conditions for all employees.

2.1.1. Corporate gender equality policy

The Corporate Gender Equality Policy is:

- defined by senior management, in coordination with the steering committee;
- communicated and disseminated within the organization and to its stakeholders;
- subject of training and awareness to corporate management;
- revised or confirmed periodically under review based on events, changes, and the results of monitoring and audits;
- coordinated by a responsible figure, designated by management and possessing organizational and gender expertise;
- made available on the organization's website.


2.1.2. Gender non-discrimination

The Company is committed to not discriminating against employees on the basis of gender. No employee will be subject to unfavorable treatment or discrimination because of their gender, including actions such as dismissal, hiring, promotion, or assignment of duties.

Unidata S.p.A. requires that in internal and external labor relations no harassment or attitudes that may be in any way attributable to bullying practices are given rise to, all of which are, without exception, prohibited.

Any form of violence or harassment is prohibited whether it is sexual harassment or may refer to personal and cultural diversity.

Unidata S.p.A. will take action to prevent insulting, discriminatory or defamatory attitudes; to this effect, particularly offensive extra-work behaviors are also considered relevant. In any case, conduct that constitutes physical or moral violence is prohibited without exception.

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2.1.3. Equality of opportunity

Unidata S.p.A. provides equal opportunities for development and progression to all employees, regardless of gender. Decisions on hiring, career advancement and training of employees will be based on merit and competence, without gender discrimination.

2.1.4. Inclusive language

Unidata S.p.A. promotes the use of inclusive and non-sexist language in all business documents, internal and external communications, and interactions among employees. It is the duty of all personnel to strive to use terms and expressions that respect and include all gender identities.

2.1.5. Respect for workers

Unidata S.p.A. is committed to guaranteeing the satisfaction of workers and collaborators through the continuous improvement of working conditions by respecting the principles of social responsibility and Gender Equality by valuing its human resources by taking care of their needs and expectations in strict compliance with regulations. Work-life balance needs will be listened to, all suggestions will be welcomed, and reasons for dissatisfaction that may arise will be detected and managed.

2.1.6. Awareness raising and training

The Company promotes awareness and ongoing training on gender issues for all employees to raise awareness of gender issues, eliminate gender stereotypes and promote equality.

2.1.7. Work-life balance

The Company is intervening on various levels, seeking a differentiation of reconciliation tools to meet increasingly heterogeneous needs and family and living patterns, seeking an appropriate balance between care, living and work needs.

The Company respects and supports employees' rights to maternity and paternity leave, enabling employees to balance their family and work responsibilities.

2.1.8. Safe working environment

Unidata S.p.A. is committed to ensuring a safe and gender harassment-free work environment by taking preventive measures to prevent and address any form of gender discrimination, sexual harassment or inappropriate behavior.

2.1.9. Countering harassment and violence in the workplace

Unidata S.p.A. regards as unacceptable any act or behavior that amounts to harassment or violence in the workplace, and is committed to taking appropriate sanctioning measures against the person or persons who put them in place.

Harassment occurs when one or more individuals are repeatedly and deliberately abused, threatened, and/or humiliated in a work context.

Violence occurs when one or more individuals are assaulted in a work context.

Harassment and violence may be exercised by one or more superiors, or by one or more workers or employees, with the purpose or effect of violating personal dignity, harming health, and/or creating a hostile work environment.


The Company also recognizes the principle that the dignity of individuals may not be violated by acts or behavior that amount to harassment or violence.

Everyone in the Company has a duty to cooperate in maintaining a work environment in which everyone's dignity is respected and interpersonal relationships are fostered, based on principles of equality and mutual fairness.

2.1.10. Reporting and management of violations

Employees are encouraged to report any violations of gender policies or outrageous behavior. A secure and confidential reporting channel has been implemented and made available.

The reporting system made available to employees enables management to handle any violation of the Company's values, principles and procedures and to take appropriate measures to address and resolve such reports.

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2.1.11. Spending plan

Annually, a budget will be established to achieve the established Gender Equality goals.

2.1.12. Strategic plan implementation, monitoring and review

Unidata S.p.A. will regularly monitor the effectiveness of the compliant gender policy and make changes as necessary to ensure compliance with regulatory provisions and achievement of gender equality goals.

The Company implements the actions and monitoring defined in the plan, in particular by providing:

- g) Written instructions on how to implement and monitor, where applicable;
- h) general and specific training, at all levels, including those against gender-related biases and stereotypes.

Training courses are provided on the ethical principles, issues and operating methods adopted by the organization to ensure the effectiveness of the gender equality policy. Such courses shall be addressed to all personnel, as appropriate; particularly for persons in managerial positions, they shall cover the principles, issues and objectives that fall under specific responsibilities.