

GENDER EQUALITY POLICY

ZeroMPs S.r.l. – Rivoli, 1 June 2026

1. Preamble

ZeroMPs S.r.l. recognizes gender equality as a fundamental value for sustainable development, innovation, and corporate competitiveness. This Policy sets out the principles, objectives, and measures aimed at ensuring equal opportunities and preventing any form of direct or indirect discrimination.

2. Objectives

The company is committed to:

- Promoting an inclusive corporate culture that respects diversity
- Ensuring equal opportunities at all stages of the employment relationship
- Reducing any gender gap, including those relating to pay, career progression, and access to opportunities
- Promoting a healthy balance between personal and professional life
- Preventing and combating harassment and discrimination.

3. Scope of Application

This policy applied to:

- All employees, both fixed-term and permanent
- Collaborators, consultants, and business partners
- Members of the Company's governing bodies.

4. Fundamental Principles

4.1 Non-Discrimination

ZeroMPs ensures that no company decision is influenced by:

- Gender
- Gender identity
- Sexual orientation
- Family status or maternity/paternity status.

4.2 Equal Access

The company ensures transparent and objective criteria in the following processes:

- Selection
- Hiring
- Training
- Promotion.

4.3 Pay Equity

ZeroMPs is committed to:

- Regularly monitoring the gender pay gap
- Ensuring pay equity for equivalent roles and levels of responsibility.

4.4 Inclusion and Recognition

The company promotes:

- Inclusive working environment
- Recognition and development of employees' skills and competencies regardless of gender
- Balanced participation in decision-making processes.

5. Operational Measures

5.1 Recruitment and Selection

- Use of gender-neutral language in job advertisements
- Assessment based on skills, competencies, and merit
- Promotion of gender-balanced candidate shortlists

5.2 Career Development and Progression

- Equal access to training and mentoring opportunities
- Monitoring of career progression
- Promotion of female leadership.

5.3 Work-life balance

ZeroMPs promotes:

- Flexible working hours
- Smart working and remote-working arrangements
- Support for parenthood.

5.4 Prevention of Harassment and Discrimination

- Adoption of a zero-tolerance policy towards inappropriate behaviors
- Establishment of confidential reporting channels
- Protection of confidentiality and safeguards against retaliation.

6. Governance and Responsibility

6.1 Gender Equality Officer

The Board of Directors shall appoint an internal representative responsible for:

- Monitoring the implementation of this policy
- Receiving and managing reports
- Proposing improvements

6.2 Role of management

Management is responsible for:

- Implementing the principles set out in this Policy
- Promoting an inclusive corporate culture
- Preventing discriminatory behaviour.

7. Monitoring and KPIs

ZeroMPs shall establish periodic indicators, including:

- Percentage of women at each organizational level
- Gender pay gap
- Access to training
- Promotion rate by gender.

These results shall be monitored at least annually and presented to the Board of Directors.

8. Training and Awareness

The company promotes:

- Training activities on diversity and inclusion
- Awareness-raising initiatives on unconscious bias
- Regular updates and training for employees.

9. Continuous Improvement

This policy shall be subject to periodic review in order to ensure:

- Compliance with applicable legislation and regulations
- Alignment with the requirements of European funding programmes and calls for proposals
- Continuous improvement of corporate performance.

10. Entry into Force

This policy shall enter into force upon approval by the Board of Directors of ZeroMPs S.r.l.

Data: 27 July 2026

Approved by the Board of Directors

Salvatore Barbera	Chairman and Chief Executive Officer (CEO)	Signature: _____
Emily Amore	Director	Signature: _____
Piera Migliore	Director	Signature: _____