

	<p style="text-align: center;">Politica Parità di Genere D&I</p>	<p style="text-align: center;">Manuale SG Allegato 1</p>
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PDT COSMETICI SRL BENEFIT CORPORATION is committed to supporting the values of gender equality through the implementation of corporate, organizational and managerial mechanisms based on respect for the rights, freedom and dignity of individuals. In particular, our company is equipped with an integrated management system for gender equality and works according to the guidelines of the UNI/PdR 125:2022 practice through an impartial approach that does not tolerate any form of direct or indirect, multiple and interconnected discrimination based on gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social category or religious faith. It also promotes those conditions allowing to remove cultural, organizational and material obstacles that limit the full expression of people and their complete development within the organization.

PDT COSMETICI SRL BENEFIT CORPORATION values its staff and promotes the protection of their physical, moral and cultural integrity through working conditions that respect both individual dignity and behavioral rules.

This policy aims to develop a clear approach in terms of mission, strategies and active practices to stimulate a collaborative and supportive work environment open to the contributions from all employees, thus increasing trust among people, customers and civil society.

With respect to **UNI PdR 125**, **PDT COSMETICI SRL BENEFIT CORPORATION** is inspired by principles and objectives aimed at starting a systemic process of change, especially cultural change, through a systematic action that takes into account the following basic principles:

1. respect the constitutional principles of equality and equity;
2. adopt policies and measures to facilitate women's employment;
3. adopt measures to promote effective equality between men and women in the workplace, including equal opportunities in access to employment, income equality, equal access to career and training opportunities, full implementation of paternity leave according to mandatory regulations and European best practices;
4. promote welfare policies to support the 'silent work' of those who commit to family care, according to paragraph 1 Art. 3 of the Constitution (formal equality);
5. adopt specific measures promoting gender equality, according to paragraph 2 Art. 3 of the Constitution (substantive equality);
6. integrate the principle of gender equity into national legislation so that its voluntary adoption becomes a reference, should public and private organizations of all sectors and sizes be required to certify both sustainability and adoption of gender policies, justified on the grounds of specific needs and production purposes for call for tenders, public grants or a rewarding system aligned with free market principles.

This policy reaffirms the commitment of **PDT COSMETICI SRL BENEFIT CORPORATION** to respecting and actively disclosing the principles provided by current regulations, contractual provisions and standards issued by relevant international organizations:

- 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs);
- UN Global Compact and Women's Empowerment Principles;
- Universal Declaration of Human Rights;
- UN Conventions on women's rights, the elimination of all forms of racial discrimination, children's rights and the rights of people with disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization (ILO);
- ILO Violence and Harassment Convention of June 2019;
- Constitution of the Italian Republic.

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PDT COSMETICI SRL BENEFIT CORPORATION's commitment to preserving the value of people, ensuring that everyone feels included and can give their best, genuinely feeling part of the company, is embodied in a human resources development and management strategy to foster an inclusive culture, bring out the uniqueness of individuals and provide equal opportunities for professional growth regardless of their role within the organization.

PDT COSMETICI SRL BENEFIT CORPORATION's commitment also includes the following:

- apply human resources management and development practices that foster an inclusive culture of professional growth, ensuring equal opportunities for all staff;
- define the drivers with respect to the commitment to subjects related to gender equality, the promotion of diversity and female empowerment;
- communicate internally and externally, also with marketing and advertising activities, the desire to pursue gender equality, the promotion of diversity and the support to female empowerment by raising awareness of women's capabilities as well as the chance to take part to and share responsibilities equally with men and the society as a whole, breaking free from cultural and social assumptions and pre-established roles.
- promote respect for corporate culture and strategy;
- identify with the organization's governance appropriate organizational controls and support gender equality in senior business leadership;
- define HR processes related to the different stages of the journey of a resource within the organization based on principles of inclusion and respect for diversity;
- identify opportunities for women's growth and inclusion within the company, promoting education, training and personal development for women as well as their autonomy;
- promote gender pay equity;
- support the protection of parenthood and work-life balance;
- implement actions aimed at preventing harassment and abuse in the workplace;
- ensure that genders are equally represented among the speakers of roundtable panels, events, conferences or other events, including science-related events.

The Director has identified a resource responsible for the management system in the role of RSG.

Furthermore, to ensure D&I and Gender Equality supervision, a steering committee consisting of the Director, HR and RSG is created.

This policy is available on the company website and on the bulletin board of its registered offices and operational headquarters.

Putignano, 31/01/2025

PDT COSMETICI SRL BENEFIT CORPORATION

THE DIRECTOR