

GENDER EQUALITY POLICY

Favero Health Projects S.p.A. is committed to enhancing and protecting diversity and equal opportunities in the workplace by integrating diverse skills, sensitivities, and attitudes, consistently working to improve the culture of respect and gender equality within the company and with stakeholders.

Favero Health Projects S.p.A. ensures equal dignity and opportunities for all individuals, regardless of country of origin, culture, religion, gender, sexual orientation, political views, and any other personal characteristic or style.

In order to do this, Favero Health Projects Spa:

- Make available appropriate resources for the Steering Committee functioning and for the management system implementation;
- Appoint a Steering Committee for the efficient adoption and continuous application of the gender equality policy;
- Nominate a responsible person, designated by the management, with organisational and gender skills, to coordinate this policy

This Group Gender Equality Policy is:

- defined by Senior Management in coordination with the Gender Equality Steering Committee;
- communicated and disseminated within the organization and to stakeholders;
- subject to training and awareness-raising among management;
- periodically reviewed or confirmed based on events, changes, and monitoring and verification results.

Favero Health Projects S.p.A. adheres to the following principles to fulfill this commitment:

- recognizing diversity: assessing each person individually and appreciating the intersections of different dimensions of diversity, acknowledging that demographic or other personal characteristics may be legally protected.
- effective governance: demonstrating and promoting leadership commitment to diversity and inclusion through inclusive systems, policies, processes, practices, and governance operations.
- responsible action: acting ethically and socially responsibly, promoting productive employment and dignified work for all.
- inclusive working: enabling an accessible, respectful workplace that fosters inclusion and a sense of belonging.
- inclusive communication: recognizing and responding to the needs of individuals who engage with communications in various ways.
- supporting and advocating for diversity and inclusion: actively influencing and promoting inclusive organizational practices and stakeholder relationships.

This policy is intended for all Favero Health Projects S.p.A. employees and is shared with key stakeholders to make a greater impact on the value network and serve as a reference for other companies.

Favero Health Projects S.p.A. also commits to implementing or developing specific procedures to improve strategies in the following areas:

- **RECRUITMENT AND HIRING PROCESS**

Favero Health Projects S.p.A. strives to attract and hire individuals with diverse backgrounds, skills, and abilities, promoting gender equality in recruitment and hiring. It emphasizes meritocracy, with experience, skills, and competencies guiding candidate selection. The company ensures that those involved in hiring processes receive adequate training on gender equality and cognitive biases.

- **TRAINING AND PROFESSIONAL DEVELOPMENT**

Favero Health Projects S.p.A. provides equal development opportunities without gender discrimination. All employees receive training to raise awareness on diversity, gender equality, inclusion, and the business impact of these issues. Managers are trained on unconscious bias and inclusive communication. Both men and women are fairly included in all training initiatives.

- **PAY EQUITY**

Favero Health Projects S.p.A. commits to salary equity based on principles of plurality, equal opportunity, knowledge enhancement, professionalism, fairness, and non-discrimination, as outlined in this Policy and the Ethical Code.

- **WORK ORGANIZATION**

Favero Health Projects S.p.A. works to improve work-life balance for its employees through flexible work arrangements (e.g., remote work) and supports parenthood as a pillar of corporate well-being, fostering a work environment that does not hinder parenting responsibilities.

- **PREVENTION OF WORKPLACE ABUSE AND HARASSMENT**

Favero Health Projects S.p.A. commits to a safe work environment and encourages reporting of behaviors inconsistent with corporate values, including discrimination, verbal or physical harassment, and mobbing, through awareness initiatives that guide daily behavior. A zero-tolerance policy for workplace harassment complements this company policy.

- **CORPORATE COMMUNICATION**

Favero Health Projects S.p.A. is dedicated to promoting inclusive communication to focus on diversity, support women's empowerment, and transparently convey its commitment to gender equality.

- **KPI MEASUREMENT**

Favero Health Projects S.p.A. monitors gender equality management through an indicator system, periodically reviewed and updated by the Steering Committee; A report system (whistleblowing) adopted by Favero Health Project is one of the tools available for granting the system integrity

- **REPORTING**

Favero has implemented a reporting system for any form of physical, verbal, or digital abuse in the workplace. A whistleblower who has reasonable grounds to suspect that a violation of the principles outlined in this policy has occurred or may occur, has the opportunity to submit a report via email to: comitato.paritaquenere@favero.it. Reports must be specific and based on precise and consistent elements, concern verifiable facts directly known by the whistleblower, and include all necessary information to identify those responsible for the misconduct.

The Steering Committee will carry out all activities aimed at verifying the facts reported. Upon receiving a report, the Steering Committee must contact the whistleblower within a maximum of 90 days and provide an update on the progress of the investigation.

In any case, at the end of the investigation, a specific response must be given to the whistleblower regarding the outcome and the contribution made through their report.

Favero Health Projects S.p.A. also raises awareness on Gender Equality among its subsidiaries through this Policy.

Montebelluna (TV), 29/07/2025

The General Management