

Gender & Inclusion Policy

2026 Edition

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1.0 Introduction

HRIT Srl recognizes the importance of gender equality and inclusiveness and is committed to creating a work environment that promotes equality in all aspects of its operations. HRIT believes that diversity is a fundamental value that contributes to growth, innovation, and long-term success.

This gender equality policy reflects HRIT's commitment to ensuring that all people who are part of the organization have equal opportunities for professional growth and development, regardless of their gender, race, religion, sexual orientation, and other personal characteristics. HRIT recognizes that the topic of diversity and inclusion is not only about fairness, but is also an investment in its corporate culture, reputation, and sustainability.

Through this policy, HRIT is committed to promoting the inclusion of women in leadership positions, ensuring fair pay for all, supporting parents in balancing personal and working life, and raising our employees' awareness of gender stereotypes and unconscious biases.

HRIT believes that only through a collective effort can true inclusion be achieved and invites all team members to actively collaborate to promote a culture of respect, equality, and inclusion.

This policy is a fundamental guiding tool in our commitment to gender equality and is applicable to all employees and collaborators, from top management to new hires. Its implementation is a shared and ongoing responsibility that requires everyone's commitment.

2.0 Objectives

HRIT defines the following objectives, detailed in the Strategic Plan also through Key Performance Indicators (KPIs) on the basis of the thematic areas indicated by UNI/PdR 125:2022.

2.1 Culture and Strategy

HRIT recognizes that the promotion of gender equality, diversity, and inclusion begins with building a corporate culture that reflects these values and with defining a clear strategy to achieve the objectives of equality and inclusion.

HRIT is committed to creating an environment in which all people feel respected, valued, and free to express their opinions. Employees are encouraged to actively promote diversity and inclusion as an integral part of the corporate culture.

HRIT's business leaders act as positive role models, actively promoting gender equality, diversity, and inclusion and supporting initiatives aimed at fostering them.

HRIT establishes specific objectives and a long-term strategy for gender equality, diversity, and inclusion that include concrete measures to achieve the established goals. The objectives and strategy guide the company's actions and make it possible to measure progress over time, and include actions aimed at promoting inclusiveness at all levels of the organization.

HRIT actively involves employees in this process, encouraging them to participate in awareness initiatives, in the Diversity and Inclusion Committee, or in other activities that foster an inclusive culture, also regularly evaluating the effectiveness of initiatives related to gender equality and making changes to the strategy and corporate culture if necessary. These evaluations are based on concrete data and feedback from employees. The company provides training and awareness on gender equality issues at all levels of the organization, in order to create a culture in which each employee understands the value of gender diversity and is able to recognize and address gender discrimination. HRIT openly communicates the progress and results of gender equality initiatives to all employees so that they can understand the company's commitment and actively contribute to its success.

To share this commitment with the external environment, HRIT undertakes to publish the Code of Ethics and the Diversity and Inclusion Policy on its website.

The promotion of gender equality is not a temporary measure but an integral part of HRIT's long-term corporate strategy. The company constantly maintains its focus on this issue and adapts initiatives in line with changes in society and in employees' needs.

2.2 Governance

Gender equality will be a fundamental point in corporate governance decisions. HRIT is committed to ensuring fair representation of women in key positions within the organization, attributing great importance to governance as a lever to promote inclusiveness within the organization.

2.3 HR Processes

HRIT will adopt selection and promotion practices based exclusively on merit and without discrimination of any kind, promoting hiring policies that ensure equal opportunities for all candidates.

2.4 Opportunities for Women's Growth and Inclusion in the Company

HRIT provides professional development and training programs to all employees in order to enable them to reach their full potential. Therefore, training plans may be

differentiated solely on the basis of the role performed. HRIT promotes an inclusive work environment that values the opinions, ideas, and contributions of all employees.

2.5 Gender Pay Equity

The company is committed to ensuring fair pay for men and women who perform similar or equivalent roles. HRIT is committed to regularly assessing any pay disparities related to differences in gender, sex, race, religion, or other personal characteristics highlighted by the Diversity and Inclusion Committee, proceeding, where appropriate, with a salary review.

2.6 Protection of Parenthood and Work–Life Balance

With regard to the protection of parenthood and the reconciliation between life and work, HRIT:

- Provides maternity, paternity, or parental leave policies that include both mothers and fathers, as provided for by the national collective agreement. This will allow parents to devote time to caring for their children without worrying about financial consequences.
- Has implemented procedures and activities for returning to work after maternity, paternity, or parental leave, ensuring adequate support during the transition period.
- Promotes the option of reversible part-time work and the adoption of working from home to facilitate flexibility for employee parents.
- Makes available a welfare plan that includes services such as a company nursery or facilities to access childcare services.

3.0 Communication and Awareness

HRIT has implemented internal communication and awareness activities to promote the use of inclusive behaviors and language, ensuring a work environment respectful of gender diversity.

HRIT is committed to delivering training at all levels on gender differences and their value, on gender stereotypes, and on unconscious biases. We will continue to invest in these initiatives to raise employees' awareness of these crucial issues.

4.0 Monitoring and Reporting

HRIT will regularly conduct monitoring of gender equality, diversity, and inclusion metrics to assess progress toward business goals and will make changes to policies and procedures if necessary. Progress and results will be communicated transparently to all employees.

5.0 Legal Compliance

HRIT will comply with all laws and regulations related to gender equality and will cooperate with the competent authorities to ensure compliance.

6.0 Individual Responsibility

Every member of the team is responsible for contributing to the promotion of gender equality and respect in the workplace. Any discriminatory behavior will be addressed firmly and sanctioned in accordance with company policies and the applicable national collective labor agreement.

7.0 Commitment Against Workplace Harassment

HRIT is firmly committed to combating all forms of harassment, whether verbal, physical, or psychological, in order to ensure a safe, inclusive, and respectful work environment for all. In accordance with Legislative Decree 81/08 and the guidelines of UNI/PdR 125:2022, HRIT carries out specific activities to assess psychosocial risks, with particular attention to behaviors that violate personal dignity. The company also guarantees an effective system for collecting and managing reports of any episodes of harassment, ensuring confidentiality, impartiality, and timely actions to protect all parties involved.