

GENDER EQUALITY POLICY

Rev.	Date	Motivation	Drafting	Check	Approval
0	02.01.2025	Prima Stesura	RHR	RSPG	Comitato Guida

MISSION AND STRATEGIC VISION

STUDIO PROF MARCHETTI S.R.L., based in Rome, is a leading company with international recognition in the design and production of innovative equipment for soil investigation and characterization. With a strong focus on research and engineering, the company operates on a global scale, providing cutting-edge solutions for onshore, nearshore and offshore geotechnical projects. Marchetti-branded equipment is currently used in more than 85 countries worldwide.

This extensive global presence highlights:

1. **Reliability:** the equipment is recognized and accepted as a standard by engineers, consultants and researchers across various jurisdictions and geological conditions.
2. **National and international market reach:** the company manages the distribution and technical support of its products worldwide, often relying on local distributors in specific countries.
3. **Scientific Contribution:** the company's research activities and technical presentations are shared at conferences, universities and research institutions globally, confirming its role as a key player in international geotechnics.

THE PATH TOWARD GENDER EQUALITY

With the aim of fulfilling its mission and in line with its strategic vision, STUDIO PROF MARCHETTI S.R.L. has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR 125:2022, as an effective tool to ensure gender equality in terms of presence and professional growth of women, while promoting an inclusive culture and processes that support female empowerment.

Obtaining certification will represent only the first step in implementing gender equality policies, with a focus on continuous improvement and the promotion of gender equality. The certification aims to guide and encourage the organization in adopting policies capable of reducing the gender gap, improving employee well-being, and generating reputational and ethical benefits.

GUIDING PRINCIPLES

The fundamental principles underpinning the Gender Equality Policy of STUDIO PROF MARCHETTI S.R.L. are:

- **IMPARTIALITY AND INCLUSIVENESS**
- **FAIRNESS AND TRANSPARENCY**
- **PERSONNEL DEVELOPMENT AND VALORIZATION**
- **PROTECTION OF INDIVIDUALS**
- **PREVENTION OF ANY FORM OF VIOLENCE AND DISCRIMINATION**

The commitment with which STUDIO PROF MARCHETTI S.R.L. ensures that its SGPG meets the requirements established in UNI/PdR 125:2022 is inspired—consistent with the European Union's Gender Equality Strategy 2020–2025—by the pursuit of the following objectives:

Increasing women's participation in the labor market;

Reducing the gender pay and pension gap, also to combat female poverty;

Promoting gender equality in decision-making processes;

Countering stereotypes and gender-based violence and protecting and supporting victims.

MANAGEMENT'S COMMITMENT

To support the achievement of the stated principles and objectives, the Management of STUDIO PROF MARCHETTI S.R.L. considers the continuous adoption of the SGPG essential for developing an organizational model that promotes gender equality and fosters equity and inclusiveness.

STUDIO PROF MARCHETTI S.R.L. is committed to:

Adopting tools to prevent all forms of gender discrimination and to counter any act that undermines personal dignity, regardless of the employee's role or level of responsibility;

Valuing diversity in every corporate process: from recruitment and selection, to access to training, from compensation policies to performance evaluation and rewards, from supplier selection to service delivery/product supply;

Supporting employees' family welfare through work arrangements (smart working, part-time, flexible working hours) that promote a balance between professional activities and private life;

- Promoting information, awareness and engagement initiatives for employees on equal opportunities and female empowerment, avoiding stereotypes and enhancing the visibility of women's contributions;
- Promoting communication—also through marketing and advertising—that transparently conveys the company's commitment to achieving gender equality, valuing diversity and supporting female empowerment.

SPECIFIC GENDER EQUALITY POLICIES

- The gender equality policies, developed in line with the company's overarching policy, address the themes of the Strategic Plan:

1. Recruitment and Hiring

- Publishing job opportunities using gender-neutral language
- Adopting transparent and impartial selection practices
- Ensuring equal accessibility to the selection process
- Promoting diverse forms of employment
- Ensuring gender representation within the selection team

2. Career Management

- Non-discrimination
- Gender balance in leadership positions
- Equal career opportunities
- Transparency and monitoring of data relating to staffing by gender, role and level
- Inclusive work environment and employee well-being
- Leadership skills training and development

3. Pay Equity

- Provision and updating of detailed job descriptions
- Control mechanisms on salaries, benefits, bonuses and welfare programs
- Periodic communication regarding compensation policies
- Verification and monitoring of the gender pay gap

4. Parenthood and Care

- Maternity Management Plan
- Encouragement of paternity leave
- Return-to-work support measures (“back to work”, coaching, part-time upon request, smart working, tailored welfare plans)
- Provision of post-maternity/paternity services and care-related support

5. Work–Life Balance

- Clear communication of available options
- Scheduling meetings compatible with work–life balance needs
- Development of work–life reconciliation options (part-time, smart working, teleworking)

6. Prevention of Any Form of Physical, Verbal or Digital Abuse (Harassment) in the Workplace

- STUDIO PROF MARCHETTI S.R.L. has drawn up a REGULATION FOR THE PREVENTION OF WORKPLACE HARASSMENT.
This regulation is a key tool to ensure a safe and respectful working environment, clearly defining what constitutes harassment (physical, verbal, digital, etc.), establishing safe and confidential reporting procedures, outlining investigation processes and sanctions, and promoting continuous training and awareness. Preventing all forms of abuse is an absolute priority and is implemented through clear and structured policies and activities.

MONITORING AND IMPLEMENTATION OF THE POLICY

The general Gender Equality Policy—together with related policies, within the broader framework of the organization’s strategic guidelines—provides for the definition and periodic review of gender equality objectives, jointly with the Gender Equality Steering Committee, in order to assess their suitability and the need for changes or improvements.

DISSEMINATION OF THE POLICY

The Gender Equality Policy is communicated and disseminated to all personnel and stakeholders through internal communication channels and publication on the company’s institutional website.