

GENDER EQUALITY POLICY

The senior management of Renna SrL, in accordance with the steering committee is committed to earning and maintaining the trust of its suppliers, employees, customers. Renna SrL's code of conduct helps to gain this trust:

We act honestly, are transparent, and are committed to the highest ethical standards every day in everything we do.

- We are committed to the implementation of a management system to promote gender equality, value diversity and support women's empowerment, which involves the activation of the following areas: opportunities for growth in the company and equal pay; policies for managing parenthood and work-life balance; and policies for managing business processes. Renna SrL considers the following objectives to be priorities:

- Respect the constitutional principles of equality and parity;
- adopting policies and measures to promote female employment;
- take measures to promote effective equality between men and women in employment, including: equal opportunities in access to employment, income equality, equal access to career and training opportunities, full implementation of paternity leave in line with European best practices;
- promote welfare policies to support the 'silent work' of family carers, in compliance with Article 3(1) of the Constitution (formal equality);
- adopt specific measures in favour of equal opportunities, in line with the provisions of Article 3(2) of the Constitution (substantive equality);
- integrate the principle of gender equity into national legislation so that its voluntary adoption becomes a reference, should public and private organisations of all sectors and sizes be required to certify the sustainability and adoption of gender policies, justified due to specific needs and production purposes aligned with free market principles;
- guaranteeing better and fairer working conditions for our workers, applying and respecting all relevant national and international legislation, collective agreements, the commitments made by the organisation and the requirements of international standards;
- implement, implement and maintain compliance with Gender Equality requirements over time and adapt to new requirements as they arise;
- provide all staff with adequate training and information on ethics, inclusiveness and equal opportunities;
- define and continuously update this Gender Equality Policy;
- extending Organ's commitment to social sustainability beyond the scope of our activities, actively involving stakeholders and promoting the principles of equality and inclusion, and identifying and managing social impacts in an ethical and responsible manner;
- selecting, evaluating and preferring suppliers also on the basis of their ability to respect the human rights of their employees, assessing health and safety impacts on people and maintaining and operating certified management systems over time;
- include principles of equality and equal opportunities as part of the staff evaluation and selection process;
- adopt an approach of dialogue and discussion in relations with employees in order to involve them in our commitment to social sustainability and raise their awareness of the principles of gender equality;
- carrying out periodic internal audits and checks to ascertain compliance with social equality requirements, planning and implementing corrective and improvement actions where necessary;
- participate in dialogue with all stakeholders, documenting and communicating Organon's commitment to Gender Equality to all stakeholders;
- comply with the legal provisions on equal opportunities, diversity and inclusiveness of all kinds;
- special attention of senior management in preventing any form of gender discrimination or physical, verbal and/or digital violence;
- promote full transparency and fairness in all our work activities and in our relations with stakeholders, including employees.

The Management

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DETAILED APPENDIX

With regard to the specific social requirements relating to respect for human rights and equal gender opportunities, the position taken by Renna Srl is outlined below

SELECTION AND RECRUITMENT

Renna Srl is committed to attracting and hiring people with different backgrounds and skills, pursuing gender equality in the selection and hiring phase through the identification of a short-list of candidates that tends to be equal male-female, enhancing meritocracy in the hiring process, considering experience, skills and competences as guiding criteria in the selection of the best candidates. Renna Srl foresees, during personnel selection and hiring, a fair approach towards any candidate profile, carefully preventing any discriminatory and/or offensive behaviour. Renna Srl prepares gender-neutral job descriptions and recruitment processes addressed to both men and women.

CAREER MANAGEMENT

Renna Srl places, throughout the employee's professional cycle, particular attention to equal opportunities for professional development and promotions, based exclusively on the employee's personal abilities, skills and professional levels. Renna Srl, does its utmost to promote diversity and the psycho-physical well-being of all personnel. In fact, Renna Srl addresses to them the opportunity to receive specific training or specific communications on the improvement of professional skills and on the management of obstacles that may arise in the workplace. Equal and equal participation in training and development courses is guaranteed, with the presence of both sexes, including courses on leadership.

SALARY EQUITY

Renna Srl, in compliance with the provisions of the CCNL, guarantees equal pay to employees regardless of gender, respecting the needs of people of all genders and ages or sexual/cultural orientation.

PARENTING, CARE

Renna Srl undertakes to support, also for the protection of parenthood, employees during and after periods of long absence from work, avoiding any discrimination during and after the leave, allowing them to remain in contact with Renna Srl during the same and favouring their reintegration at the end. With respect for the human person and realisation of private life, the full enjoyment of the right to maternity/paternity leave is recognised, especially encouraging the request for paternity leave. Renna Srl protects and guarantees the maintenance of working conditions prior to the leave, supporting the worker in the reintegration phase with specific support activities.

WORK-LIFE BALANCE

Renna Srl develops concrete actions to improve the work-life balance of its employees in all phases of the person's personal and professional life, through the adoption of a non-penalising work mode and time compatible with family activities. Work activities are arranged only during scheduled working hours, guaranteeing and allowing everyone's participation without exceeding the established working hours.

DISCRIMINATION AND PREVENTION ACTIVITIES AGAINST ALL FORMS OF PHYSICAL, VERBAL, DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

Renna Srl undertakes to ensure that genders are equally represented in the performance of the different corporate activities, including participation in events, congresses, and manifestations, working to avoid any form of discrimination; it also undertakes to prevent sexual harassment in the workplace through a dedicated gender harassment awareness programme that creates awareness in people and guides them in their daily behaviour. Any form of physical, verbal or digital abuse in the workplace is prohibited.

Renna Srl also pays special attention to the language used between and towards employees, sensitizing to a communication as kind and neutral as possible. Renna Srl condemns any form of discrimination among its workers, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class. Renna Srl undertakes to disregard factors such as those listed above, implementing a process managed as described in the procedures (personnel selection and management). In the event that episodes of discrimination or abuse occur, employees have full freedom to report them, through the completion of anonymous forms made available to all workers. Renna Srl's objective is to succeed in applying these principles throughout the supply chain, with a view to continuous improvement and worker satisfaction.

We adopt a monitoring system to verify that different business processes are designed and implemented in compliance with international best practices for gender equality with key performance indicators developed on the basis of UNI/PdR 125:2022.

The Management