

<p style="text-align: center;"><b>CODING</b> GENERAL ENGINEERING &amp; PLANNING</p>	<p style="text-align: center;"><b>GENDER EQUALITY POLICY</b></p>	<p style="text-align: center;"><b>SGQ Manual Annex 1 Ed. 01 Rev. 00 15.04.2024</b></p>
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**CODING SRL** is committed to upholding the values of diversity, inclusion and gender equality through the adoption of corporate, organisational and management mechanisms based on respect for people's rights, freedom and dignity. In particular, our company has adopted a UNI/PdR 125 management system. In fact, the company operates according to the UNI/PdR 125:2022 practice through an approach based on impartiality and does not admit any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political opinions, social category of membership and religious faith. It also promotes the conditions for the removal of cultural, organisational and material obstacles that limit the full expression of people and their full development within the organisation.

**CODING SRL** preserves the value of its personnel and promotes the protection of their psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioural rules. The policy aims to develop a clear approach in terms of mission, strategies and active practices in order to stimulate a collaborative, supportive working environment open to the contributions of all employees in order to increase the trust of people, customers and, in general, of civil society. The objective is to encourage diversity in all its dimensions in order to make the most of the opportunities arising from it and to generate value within the work environment, while also gaining a competitive advantage in business. This policy reaffirms the company's commitment to respect and actively disseminate the principles laid down in current legislation, contractual provisions and standards issued by international organisations of reference:

- 2030 Agenda for Sustainable Development and its Sustainable Development Goals -SDGs -;
- UN Global Compact and Women's Empowerment Principles,
- Universal Declaration of Human Rights,
- United Nations Conventions on the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, on the Rights of Persons with Disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight Core Conventions of the International Labour Organization (ILO);
- ILO Convention on Violence and Harassment of June 2019.

**CODING SRL** 's commitment to preserving the value of people, so that everyone feels included and can give the best of themselves, feeling truly an integral part of society, is embodied in a strategy of human resources development and management, capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held in the organization.

Specific operational procedures have been set up to manage the relevant areas from a Gender Equality perspective at staff level.

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On communication level (marketing and advertising activities), **CODING SRL** transparently declares its desire to pursue gender equality, enhance diversity and support female empowerment.

**CODING SRL** implements a policy aimed at promoting gender equality not only internally, but above all by favouring relations and business relationships with companies that are equally committed to diversity, inclusion and gender equality issues.

Top Management has identified a competent resource for the management system in the figure of the RSGQ.

In addition, in order to create an active gender equality watchdog, a GENDER EQUALITY committee is established, composed of the DGE, HR and the RSGQ.

Every year, information on the Gender Equality strategic plan with specific KPIs is published in a transparent manner on the 'social responsibility' page of our website in order to explain how our company is progressing towards its gender equality objectives.

This policy is made available for consultation in the 'social responsibility' section of our website [www.coding-srl.it](http://www.coding-srl.it)

Date: 15.04.2024

**CODING SRL**