



GENDER EQUALITY POLICY

UNI/PdR 125:2022

Company Data	Novatex Italia S.p.A. Registered office: Via per Dolzago 37, Oggiono, Lecco
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Defined by	Approved by	Date
Top Management in coordination with the D&I Steering Committee	Top Management	31 October 2025
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Summary

1.	INTRODUCTION	3
2.	PURPOSE.....	4
3.	ROLES AND RESPONSIBILITIES	4
4.	PRINCIPLES OF THE GENDER EQUALITY POLICY	5
5.	GUIDELINES FOR THE GENDER EQUALITY POLICY AND OBJECTIVES.....	6
6.	COMMUNICATION AND TRAINING	8
7.	FINANCIAL RESOURCES	8
8.	REVIEW OF THE GENDER EQUALITY POLICY.....	8
9.	APPENDIX	9

1. Gender Equality Policy

Novatex Italia S.p.A. was founded in 1977 and has been an international benchmark in the baler net sector for over forty years, distinguishing itself for the production of solutions characterised by extreme reliability, resistance and coverage, which are subjected to rigorous testing on the main baler models.

The company has always had a clear international focus, enabling it to play a leading role in the haymaking sector.

The company's mission is focused on promoting innovative, efficient and reliable solutions for harvesting and protecting fodder, while creating value for employees, partners and shareholders. The vision is based on the belief that productivity, profitability and sustainability in agriculture must grow together, through the company's constant commitment to providing products that ensure value for end users.

Social responsibility is an integral part of the company strategies: the guidelines adopted by Novatex are geared towards promoting ethical actions in favour of the younger generations and environmental protection, with particular attention to vulnerable communities. The company is inspired by the 17 United Nations Sustainable Development Goals¹, enshrined in the 2030 Agenda, to contribute to building a sustainable, equitable, inclusive and supportive future.

In line with the principles enshrined in the Code of Ethics, the Company bases its activities and relationships on respect for the values of honesty, moral integrity, fairness, transparency and objectivity. It recognises and protects the value of human resources, promoting the development of skills, fairness in the management of hierarchical relationships, continuous training and the enhancement of professional skills. It is committed to ensuring safe working environments that respect human dignity, in accordance with health and safety regulations, and guarantees the protection of *the privacy* and moral integrity of its employees.

Over the years, as proof of its commitment, the Company has obtained UNI ISO 9001 - Quality Management System, UNI ISO 45001 - Safety Management System, and UNI ISO 14001 - Environmental Management System certifications.

The governance system is supported by an efficient internal control model, which guarantees consistency and transparency in company operations, correctness in information management and traceability of processes.

In this context, Novatex's commitment to adopting the **Gender Equality Management System** in accordance with UNI/PdR 125:2022 is a natural extension of the company's values and the obligations set out in the Code of Ethics, and reinforces its desire to ensure equal opportunities,

¹ The 2030 Agenda for Sustainable Development is an action programme for people, the planet and prosperity. Signed on 25 September 2015 by the governments of the 193 member countries of the United Nations and approved by the UN General Assembly, the Agenda consists of 17 Sustainable Development Goals – *Sustainable Development Goals*, SDGs – framed within a broader action programme consisting of 169 associated targets or goals to be achieved in the environmental, economic, social and institutional fields by 2030.

inclusion and the promotion of diversity as structural and strategic elements of its organisational culture.

2. PURPOSE

Novatex is aware of how the promotion of pluralism and inclusive practices in the workplace contributes to the success and competitiveness of organisations, reflecting their ability to respond to the evolution of society and markets.

The Gender Equality Policy (also "this Document") defines the general framework within which strategies and objectives are identified to promote a culture that educates on gender equality.

In compliance with the Italian Constitution and current legislation², the Gender Equality Policy aims to eliminate all gender-based discrimination, consisting of the absence of equal opportunities and treatment, and to prevent and combat all forms of harassment and/or bullying, committing itself to promoting female empowerment, training and individual growth.

Novatex intends to ensure equal treatment and opportunities between women and men by promoting not only an inclusive working environment, but one where differences can coexist and influence each other.

This Document contains the principles, guidelines and objectives that define the Company's commitment to promoting and ensuring gender equality throughout the entire recruitment and management cycle of its personnel.

3. ROLES AND RESPONSIBILITIES

HR Manager: a figure with, among other things, organisational and gender skills. With the support of the D&I Steering Committee, the HR Manager is responsible for defining and proposing to the Board of Directors the approval and formal adoption of the Gender Equality Policy, which is coordinated under their guidance.

Board of Directors: represents the Top Management and is responsible for approving and ensuring the effective adoption of the Gender Equality Policy; allocates adequate financial resources (budget), responsibilities and identifies the competent authorities to pursue the established gender equality objectives.

D&I Steering Committee: responsible for supporting the Chief Executive Officer in ensuring the adoption and effective implementation of the Gender Equality Policy. It consists of the Chief Executive Officer, the HR Manager and the Administration, Finance and Control Manager.

² In particular, Legislative Decree No. 198 of 11 April 2006 – Code of Equal Opportunities between Men and Women, as amended by Law No. 162 of 5 November 2021, as well as Article 6 of Law No. 246 of 28 November 2005.

4. PRINCIPLES OF THE GENDER EQUALITY POLICY

The gender equality policy adopted by Novatex is based on a set of values already established in the corporate social responsibility strategy and inspired by the 17 United Nations Sustainable Development Goals. It specifically aligns with the following targets:

- **Goal 5 – Gender equality**, aimed at ensuring equal opportunities, combating all forms of discrimination and promoting women's empowerment;
- **Goal 8 – Decent work and economic growth**, which refers to the need to ensure safe, inclusive and respectful work environments, as well as fair employment conditions;
- **Goal 10 – Reduced inequalities**, aimed at removing all barriers based on personal, social or cultural characteristics and promoting a fair and inclusive organisation.

These principles are set out in the Company's Code of Ethics, which represents the binding framework for the management of internal and external relations. In particular, the Code:

- Affirms the fundamental values of honesty, moral integrity, fairness, transparency and objectivity in the conduct of business activities and in relations with all stakeholders
- Absolutely prohibits any form of discrimination based on gender, ethnicity, nationality, age, disability, health status, sexual orientation, political opinions, religious beliefs, trade union membership or any other characteristic that distinguishes the individual
- It recognises the value of human resources as a primary factor for success, committing itself to promoting their growth, continuous training and the enhancement of their skills
- Ensures working conditions based on respect for individual dignity, prohibiting all forms of physical or psychological violence, harassment or behaviour that is harmful to the individual
- Protects workers' rights in terms of safety, health, privacy and moral integrity, as an essential condition for a fair and inclusive organisational environment.

Furthermore, on 1 October 2025, the Company signed the declaration of support for the Women's Empowerment Principles (WEPs)³, recognising the following principles:

1. Creating a corporate culture that promotes equality
2. Promoting the fair treatment of all men and women in working life, respect for and promotion of human rights and non-discrimination

³ The *Women's Empowerment Principles* (WEPs) are a set of principles that provide guidance to businesses on how to promote gender equality and women's empowerment in the workplace, in the marketplace and in the community. Established by *UN Women* and *the UN Global Compact*, the WEPs are based on international labour and human rights standards and the recognition that businesses have an interest in and responsibility for gender equality and women's empowerment.

3. Ensuring the health, safety and well-being of employees
4. Promoting education, training and professional development for women
5. Promoting women's entrepreneurship, strengthening the role of women in the purchasing market, and respecting their dignity in all marketing activities
6. Promoting equality through community initiatives and advocacy
7. Measuring and reporting progress in the field of gender equality.

Through the WEPs, the Company aims to consolidate the position of women in the company by using them as a real framework to refer to when defining internal strategies and policies.

5. GUIDELINES FOR THE GENDER EQUALITY POLICY AND OBJECTIVES

Since its establishment, the Company has opposed discrimination in all forms since its founding and consistently commits to:

- ❖ Creating and promoting a working environment that is not only inclusive, but where diversity can coexist and be experienced as a strength
- ❖ Promoting the uniqueness and growth of each individual
- ❖ Guarantee equal opportunities for everyone
- ❖ Ensuring that everyone is treated with equal dignity and respect, preventing and combating discrimination, intimidation, bullying and any form of harassment
- ❖ Encourage those who feel discriminated against, harassed or bullied to report such incidents, ensuring and guaranteeing confidentiality, competence in handling reports and protection from any form of retaliation
- ❖ Reviewing practices and procedures relating to selection, recruitment, development and remuneration to ensure fairness
- ❖ Adopt inclusive language that respects diversity.

The Company recognises that achieving its mission requires the involvement and participation of all employees; therefore, it is committed to fostering an organisational environment where everyone can fully express their human and professional potential.

To support the implementation and continuous monitoring of the Gender Equality Management System, the Company promotes constant dialogue with the corporate community, aimed at gathering evidence and feedback from internal and external stakeholders.

The Company, recognising the particular importance of the satisfaction results collected, is committed to achieving its objectives in the following aspects of working life:

1. Selection and recruitment

2. Career management
3. Pay equity
4. Parenting and care
5. Work-life balance
6. Prevention of abuse and harassment.

For each of the above areas, the Company has defined and adopted internal regulatory documents that are subject to periodic analysis and review. The Policies and Procedures are developed in accordance with relevant legislation and international guidelines on gender equality (set out in the Management Manual) and aim to promote and ensure a fair and dignified working environment and to report results in compliance with UNI PdR 125:2022.

For completeness and transparency, a summary of the internal regulatory documentation related to the Gender Equality Policy is provided below:

1. **Recruitment, hiring and personnel management**: the process of recruiting, hiring and subsequently managing staff ensures equal treatment between genders. Specifically, it establishes recruitment practices that guarantee all candidates an evaluation based on professional skills and competences, free from any bias and accompanied by neutral and inclusive language⁴.
2. **Career management**: ensures gender equality in opportunities for professional growth and advancement.
3. **Pay equity**: adopts fair remuneration practices for the same job level and equal skills, measuring them constantly.
4. **Parenting**: guarantees policies aimed at promoting and protecting parenting and caregiving by supporting employees.
5. **Work-life balance**: guarantees work-life balance for employees by applying flexible working arrangements, also facilitated by smart working.
6. **Prevention of abuse and harassment**: prevents and manages any reports of discrimination, abuse and harassment in the workplace through an external competent professional.

The internal regulatory documentation expressing the principles that guide Novatex is accompanied by verified and verifiable processes, as well as gender equality objectives that are achievable, specific and measurable, as defined in the Strategic Plan developed jointly by the Top Management and the D&I Steering Committee.

To achieve and maintain its objectives, the Company focuses its commitments and actions in the following areas:

⁴ They also comply with the Guidelines for Gender Equality in Language developed by UNI – Italian Standardisation Body in June 2024.

- ❖ Culture and strategy
- ❖ Governance
- ❖ HR processes
- ❖ Opportunities
- ❖ Remuneration equity
- ❖ Parenting

The principles relating to each area constitute the guiding criteria for processes aimed at addressing:

- any gaps that may exist in relation to the indicators established by the UNI 125:2022 Reference Practice, removing any bias;
- the needs of the company's workforce, with reference to female employees as the main stakeholders in the concrete results of the implemented management system.

6. COMMUNICATION AND TRAINING

The Gender Equality Policy is communicated and disseminated to all company personnel via the company intranet. It is also made available to other stakeholders through publication on the institutional website, with the aim of establishing a reference model for other organisations and generating added value.

The Policy is supported by awareness-raising initiatives and dedicated training courses for all employees, delivered annually and, in any case, when new employees join the Company.

7. FINANCIAL RESOURCES

Top management allocates financial resources (budget), establishes clear responsibilities and identifies the relevant authorities responsible for pursuing, achieving and maintaining gender equality objectives.

Top management ensures that the budget – reviewed annually – is used effectively and strategically to promote diversity as a socially beneficial advantage for the company.

8. REVIEW OF THE GENDER EQUALITY POLICY

The Gender Equality Policy is reviewed annually based on any corporate events and changes, regulatory developments, consistency with the Strategic Plan, and the results of monitoring and audits carried out, including in relation to training activities.

9. APPENDIX

The following documentation accompanies the Gender Equality Policy and related policies:

- Strategic Plan
- Policies, requirements and procedures on gender equality
- Gender Equality Management System Manual and related documentation
- Communication and training plan.

Date

31 October 2025