CARCANO	GENDER EQUALITY POLICY	06/06/2026

GENDER EQUALITY POLICY

tamperia Carcano Giuseppe S.p.A. (hereinafter "Stamperia Carcano"), a long-established company with deep roots in the local area and operating in an industry traditionally characterized by a predominantly male workforce, considers gender equality not merely as a regulatory requirement, but as a fundamental principle of modern management. The Company's objective is to promote a fair, inclusive working environment that values talent regardless of gender.
While recognizing that the path towards gender equality may be challenged by cultural barriers and stereotypes, the Company implements structured policies, monitoring tools, awareness initiatives, and concrete actions to ensure equal opportunities for professional growth, training, career development, and participation in corporate processes.
In accordance with UNI/PdR 125:2022 and the Organizational, Management and Control Model pursuant to Italian Legislative Decree 231/2001, the implementation of this Policy is fully integrated into the Company's value system, which is founded on ethics, quality, environmental protection, occupational health and safety, and social responsibility. This approach is aligned with international standards and ESG principles, contributing to the achievement of the United Nations 2030 Sustainable Development Goals (SDGs) and fostering responsible and inclusive growth.
This Policy forms an integral part of the Company's legal and reputational risk prevention framework and is incorporated into the Model 231, providing for disciplinary measures in the event of violations.
Mindful of the expectations of its stakeholders, Stamperia Carcano is also committed to promoting gender equality in its business relationships by giving preference, in accordance with the principles of fairness and impartiality, to companies that share the same values.

Management Commitment

Within the scope of its activities involving the design, manufacture, and marketing of accessories for wire ropes and chains used in power transmission, telecommunications, and railway lines, produced through hot forging, casting, and cold bending processes (ATECO Code 25.40.00), Management is committed to taking concrete actions to:

- Promote an organizational culture based on respect, inclusion, and equal opportunities.
- Clearly define, assign, and communicate responsibilities relating to gender equality, integrating them into the Company's management systems.
- Actively promote information, training, and awareness initiatives for all personnel and stakeholders to prevent discriminatory behaviour, including through publications and content shared on the Company's website and social media channels.
- Select speakers for events and presentations based on competence while promoting gender equality whenever possible.
- Manage reports of potential discrimination in a structured and confidential manner, ensuring protection for the reporting person and the implementation of appropriate corrective actions, in line with the Company's Whistleblowing System.
- Integrate gender-related indicators into the assessment of psychosocial risks and work-related stress, including employees' perception of fairness and respect in the workplace, exposure to discriminatory behaviour, microaggressions, inappropriate language or attitudes, and the quality of workplace relationships.
- Allocate a dedicated budget to the Steering Committee to support listening initiatives and actions aimed at promoting gender equality.
- Periodically review this Policy to ensure its continued effectiveness and suitability in light of regulatory, organizational, and cultural developments, while fostering a process of continual improvement.

Prohibition of Harassment and Discrimination and Reporting Procedures

As provided for in the UNI/PdR 125 Manual and the Company's Code for the Prevention of Harassment, any form of harassment or discriminatory treatment based on sex or gender is strictly prohibited.
Any employee who believes they have been subjected to harassment or discrimination may submit a report through the following channels:
- By delivering a written report directly to the Steering Committee.
- By sending a letter by regular mail to: Via per Alzate, 31 – 22032 Albese con Cassano, Italy, marked "For the Attention of the Equal Opportunities Steering Committee".
- By email to: cpo@carcano.it.
- Through the anonymous reporting system available via the link on the Company's website: www.carcano.it (Whistleblowing).

The Steering Committee shall promptly investigate every report in accordance with the Company's Whistleblowing Procedure. Where a violation is confirmed, the Company shall take immediate corrective actions proportionate to the seriousness of the misconduct.

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SPECIFIC GENDER EQUALITY POLICIES

The Company has established the following principles to be applied across its business processes in order to address any gaps identified against the UNI/PdR 125:2022 indicators and to respond to the needs of its people, with particular attention to women in the workplace.
The following specific policies apply to all aspects of the employment relationship, including recruitment, training, promotion, compensation, disciplinary measures, and termination of employment.

Recruitment and Hiring

In its recruitment and hiring activities, Stamperia Carcano is committed to applying the following principles as part of its commitment to continual improvement:Gender-neutral recruitment and selection processes.
- Selection criteria based solely on professionalism, competence, qualifications, and experience.
- No questions regarding marital status, pregnancy, or family responsibilities during the recruitment process.
- Promotion of gender balance across the workforce and in positions of responsibility, where feasible and compatible with the - Company's business sector.
- Compensation commensurate with roles and responsibilities, without discrimination.
- Fairness in variable remuneration policies.

Career Development

Stamperia Carcano is committed to ensuring that career development opportunities are based exclusively on individual performance and merit, regardless of gender. As part of its commitment to continual improvement, the Company manages career development in accordance with the following principles:
- Career development based solely on merit and performance, regardless of gender.
- Equal access to opportunities for professional growth and leadership positions.
- Promotion of training and development initiatives aimed at removing barriers and addressing any gender disparities.
- Monitoring of employee turnover and promotions to support and maintain gender balance.

Equal Pay

Stamperia Carcano is committed to ensuring equal pay regardless of gender, both at the recruitment stage and throughout each employee's career. In determining, awarding, and reviewing compensation, the Company adheres to the following principles:
- Compensation and benefits based on role, responsibilities, and performance.
- Transparency in the documentation and allocation of bonuses and benefits.
- The right to report any perceived pay disparities.

Parenthood and Caregiving

Stamperia Carcano supports parenthood by promoting maternity and paternity through initiatives designed to help employees balance their professional responsibilities with their caregiving and family commitments. As part of this commitment, the Company applies the following principles:
- Support for maternity and paternity through training, information, and reintegration programmes where significant changes have occurred during the employee's absence.
- Ongoing support throughout maternity and paternity leave, including regular updates and assistance with returning to work.
- Support for employees with family responsibilities through flexible working arrangements, where compatible with business and operational requirements.
- Recognition and support of employees' caregiving responsibilities.
- Promotion of paternity leave to ensure that all eligible employees fully benefit from the leave entitlement provided by applicable legislation.

Work-Life Balance

Stamperia Carcano promotes a healthy work-life balance by reconciling business objectives with the physical and mental well-being of its employees. To this end, the Company applies the following principles:

- Implementation of work-life balance measures available to all employees, regardless of gender.
- Availability of part-time working arrangements and flexible working hours, where compatible with the employee's role and business needs.

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Prevention of Harassment and Abuse

Stamperia Carcano adopts a zero-tolerance approach to all forms of abuse and harassment, promoting both the prevention and effective management of such conduct through the following principles:
- Zero tolerance for any form of abuse or harassment.
- Risk assessment and the implementation of preventive measures.
- Access to secure reporting channels, with protection against retaliation for reporting persons.
- Promotion of respectful, inclusive, and gender-neutral communication.

Albese con Cassano, 6 June 2026

The Steering Committee

Alice Talevi 

Massimo Gregori 

Laura Ronchi 