



GENDER EQUALITY POLICY

25/11/2025

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Stamperia Carcano Giuseppe s.p.a. (hereinafter “Stamperia Carcano”), a long-established company in the local area operating in a sector traditionally dominated by men, considers gender equality not merely as a regulatory requirement but as a fundamental principle of modern management. The objective is to promote a fair and inclusive working environment capable of enhancing talent beyond gender differences.

While acknowledging that the path toward gender equality may encounter cultural barriers and stereotypes, articulated policies, monitoring tools, awareness initiatives and concrete actions are implemented to ensure equal access to growth, training, career development and participation in company processes.

In line with UNI/PdR 125:2022 and with the Organizational, Management and Control Model pursuant to Legislative Decree 231/2001, the implementation of this Policy is fully integrated into the company value system based on ethics, quality, attention to the environment, health and safety, and social responsibility, in line with international standards and ESG principles for achieving the Sustainable Development Goals of the UN 2030 Agenda, thereby fostering responsible and inclusive growth.

The Policy forms an integral part of the system for preventing legal and reputational risks and is incorporated into Model 231, providing disciplinary sanctions in the event of violations.

Stamperia Carcano, attentive to the needs of its stakeholders, is committed to promoting gender equality also in its business relationships, favouring partnerships with companies that share the same values, in compliance with the principles of fairness and impartiality.

Management Commitments

Within the design, production and marketing activities of accessories for ropes and chains for power, telephone and railway lines, manufactured through hot forging, casting and cold bending processes (ATECO code 25.40.00), Management undertakes concrete actions to:

- Promote an organisational culture based on respect, inclusion and equal opportunities
- Clearly assign and communicate responsibilities relating to gender equality, integrating them into company management systems
- Actively promote information, training and awareness among all personnel and stakeholders to prevent discriminatory behaviour, also through publications and posts on the company website and social media
- Select speakers for events and presentations based on competence and respect for gender equality, where possible
- Manage reports in a structured and confidential manner, ensuring protection for the reporting person and corrective actions in line with the whistleblowing system
- Integrate gender indicators into the assessment of psychosocial risks and work-related stress, such as the perception of fairness and respect in the workplace, exposure to discriminatory behaviour, micro-aggressions, inappropriate language or attitudes, and the quality of relationships
- Provide a budget available to the Steering Committee to listen and act in promoting gender equality
- Periodically review the Policy, ensuring its effectiveness and adequacy in relation to regulatory, organisational and cultural developments, thereby guaranteeing a continuous improvement process

Prohibition of Harassment and Discrimination and Reporting Procedures

As provided for in the PdR 125 Manual and in the Code for the Prevention of Harassment, any form of harassment or discriminatory treatment based on sex is prohibited.

Personnel who believe they are victims of harassment or discrimination may submit reports through:

- Direct delivery of a letter to the Steering Committee
- Sending a letter by ordinary mail to: Via per Alzate, 31 – 22032 Albese con Cassano, marked “For the attention of the Equal -- Opportunities Steering Committee”
- Sending an e-mail to: cpo@carcano.it
- Anonymous reporting system through the link available on the website: www.carcano.it (whistleblowing)

The Steering Committee will promptly investigate every report in compliance with whistleblowing regulations. If a violation is confirmed, the company will adopt immediate corrective actions proportionate to the seriousness of the matter.



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SPECIFIC POLICIES FOR GENDER EQUALITY

The organization has defined the principles to be applied to its business processes in order to close any gaps with respect to the UNI/PdR 125:2022 indicators and to respond to people's needs, with particular attention to women within the company.

These specific policies apply to all aspects of the employment relationship: hiring, training, promotion, remuneration, disciplinary matters and termination.

Recruitment

In personnel selection and hiring activities for roles within business operations, Stamperia Carcano applies the following principles, with a view to continuous improvement:

- Gender-neutral selection
- Criteria based on professionalism, competence, specialization and experience
- No questions regarding marriage, pregnancy or family responsibilities
- Gender balance in the workforce and in positions of responsibility, where possible and compatible with the sector concerned
- Remuneration proportionate to duties and responsibilities, without discrimination
- Fairness in variable remuneration policies

Career management

Stamperia Carcano intends to link career development opportunities solely to individual results and merit, regardless of gender. From a continuous-improvement perspective, it manages internal careers according to the following principles:

- Career paths based on merit and results, regardless of gender
- Fair access to growth and leadership opportunities
- Promotion of training in order to remove obstacles and rebalance possible disparities
- Monitoring of turnover and promotions to ensure gender balance

Pay equity

At the hiring stage and throughout employees' careers, Stamperia Carcano intends to ensure pay equity regardless of gender. In determining, paying and revising remuneration, the following principles are applied:

- Compensation and benefits based on role and performance
- Transparency in the documentation of bonuses and benefits
- The right to report any pay disparities

Parenthood and care

Stamperia Carcano does not hinder parenthood and supports maternity and paternity through initiatives aimed at meeting the needs of those who must balance work commitments with care and assistance responsibilities, according to the following principles:

- Support for maternity and paternity through training, information and reintegration programmes where substantial changes in activities have occurred
- Assistance throughout the entire maternity and paternity process, including updates and support upon return to work
- Support for families through flexible working hours, where compatible with the role
- Support for caregiving activities
- Promotion of paternity leave so that all potential beneficiaries make full use of the entire period provided by law

Work-life balance

Stamperia Carcano promotes the balance between private life and work, reconciling company objectives with the psycho-physical well-being of employees by applying the following principles:

- Implementation of work-life balance measures for all personnel regardless of gender
- Possibility of part-time work and flexible start/end times where compatible with the role



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Prevention of abuse and harassment

Stamperia Carcano combats every form of abuse and harassment by carrying out preventive and corrective actions through the following principles:

- Zero tolerance towards abuse and harassment
- Risk analysis and planning of preventive actions
- Access to secure reporting channels, with protection against retaliation
- Development of respectful and neutral communication

Albese con Cassano, 25/11/2025

Steering Committee

STAMPERIA CARCANO GIUSEPPE SpA

Luca Carcano

A large, stylized handwritten signature in black ink, written over a horizontal line.

Massimo Gregori

Laura Ronchi
