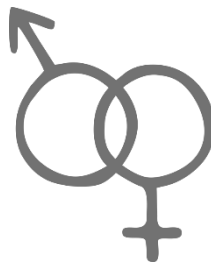


# GENDER EQUALITY POLICY



Revisions		
rev	notes	date
00	First version	06/09/2024

## Company mission and vision

Devoto Design is a project within projects, a laboratory of solutions, technology, and materials. DD is dedicated to interpreting, analyzing, designing, finding technical solutions, producing, and implementing custom-made furnishings. Our



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vision? To be a reference point for the national and international design market in the planning and realization of Interiors, becoming a Brand and setting trends by continually improving to be able to fulfill any furnishing request from our clients.

Devoto Design CREATES SPACES AND CUSTOM-MADE FURNISHINGS for private clients, hotels, shops, and large-scale projects, both in Italy and abroad. We guide our clients through every step of the process, from concept development and design to technical and economic feasibility analysis, project management, and implementation.

By combining expertise and innovation, we deliver tailored solutions for every project. Our commitment to research and development keeps us at the forefront of the industry.

## **The road to gender equality**

With the aim of fulfilling its mission and in line with its vision and mission, Devoto Design has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR125:2022, as a valid tool to ensure gender equality in terms of the presence and professional growth of women, promoting an inclusive culture and activating processes capable of developing women's empowerment.

Achieving the certification marks the beginning of Devoto Design's journey towards gender equality. Our commitment is to foster a more inclusive workplace and promote gender balance, ultimately benefiting our employees and enhancing our reputation.

## **Inspiring principles**

The core principles of Devoto Design's Gender Equality Policy are:

- impartiality ed inclusivity



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- honesty and openness
- employee empowerment
- individual welfare
- opposition to all forms of violence and discrimination
- respect for the person, space, property, and relationships

Devoto Design's focused efforts to ensure its Gender Equality Management System (GEMS) meets the specific requirements of the UNI/PdR 125:2022 standard are inspired by the European Union's 2020-2025 Gender Equality Strategy. The company aims to achieve the following objectives:

- increasing women's labor market participation;
- reducing the gender pay and pension gap, including combating female poverty;
- promoting gender equality in decision-making processes;
- challenging stereotypes, combating gender-based violence, and protecting and supporting victims.

## The board's commitment

To facilitate the achievement of the principles and objectives outlined, Devoto Design's management considers the continuous adoption of the Gender Equality Management System (GEMS) to be fundamental. The goal is to develop an organizational model that promotes gender equality and values equity and inclusivity.

Devoto Design is committed to:

- implementing tools to prevent all forms of gender discrimination and to combat any act that undermines the dignity of its employees, regardless of their role or level of responsibility;
- valuing diversity in all business processes: from the recruitment and selection of human resources to access to training, from the definition of remuneration policies to the evaluation of performance and the



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- attribution of reward systems, from the selection of suppliers to the provision of services/products;
- supporting the family welfare of its employees through flexible work arrangements (such as smart working and flexible hours) designed to promote a work-life balance;
  - promoting information campaigns, awareness-raising initiatives, and employee engagement on the topics of equal opportunities and women's empowerment, avoiding stereotypes and promoting the visibility of women's contributions;
  - promoting communication, including through marketing and advertising activities, that transparently declares the company's commitment to achieving gender equality, valuing diversity, and supporting women's empowerment.

## Gender equity specific policy

These are more specific gender equality policies that provide the necessary inputs for formulating the Gender Equality Strategic Plan and for identifying, developing, and implementing procedures specifically dedicated to gender equality, based on the organization's specific context

Gender equality policies, developed in relation to the overall policy, address the following strategic plan themes:

1. Recruitment
2. Career management
3. Pay equity
4. Parenthood and caregiving
5. Work-life balance
6. Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace.



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## Policy monitoring and implementation

The Gender Equality Policy and its associated policies, as part of the organization's strategic framework, require the definition and regular review of gender equality objectives, in collaboration with the Gender Equality Steering Committee

## Policy communication

The gender equality policy is communicated to all staff and stakeholders through internal channels and is publicly accessible on the institutional website.

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