

GENDER EQUALITY POLICY

Brambati SpA bases its development on technical expertise, industrial strength, and the quality of relationships. In this context, gender equality represents an essential element of corporate sustainability, understood as a condition for growth, innovation, and long-term continuity. Operating in global environments requires not only technological and organizational capabilities, but also a workplace where people can fully express their potential. The quality of decisions depends on the plurality of perspectives and the balance between diverse competencies.

Vision and Commitment

This policy is part of the company system and of the principles of social responsibility and sustainability, in line with the adopted international standards, including EcoVadis and UNI/PdR 125:2022. Brambati SpA is committed to ensuring a fair, inclusive, and respectful working environment, where every individual can be valued based on their skills. This commitment goes beyond regulatory compliance, aiming to concretely influence organizational behavior.

Gender Equality as a Driver of Development

In Brambati SpA's organizational model, gender equality represents a concrete driver of development. In a highly specialized industrial sector, the ability to attract and retain talent is crucial. Gender diversity contributes to improving decision-making quality, innovation capacity, and organizational resilience, strengthening the company's competitive positioning.

Integration into Business Processes

The commitment to gender equality is implemented through integration into key business processes: recruitment, onboarding, professional development, evaluation, and compensation. Recruitment processes are oriented towards neutrality and the enhancement of competencies. Evaluation systems are based on objective and transparent criteria, avoiding bias and discrimination.

Compensation policies are also carefully monitored, with continuous tracking of pay dynamics.

Work-Life Balance

Brambati SpA promotes conditions that support a balance between professional and personal life, recognizing employees' well-being as a core element of work quality.

The company encourages flexible organizational solutions, where compatible with production needs, and supports key life moments such as parenthood.

Organizational Culture

Promoting gender equality requires a consistent organizational culture. Brambati fosters the spread of respectful, responsible, and inclusive behaviors.

Awareness on equity and inclusion is an integral part of corporate growth and contributes to strengthening organizational identity.

Prevention and Protection

Brambati SpA adopts a zero-tolerance approach toward any form of discrimination or behavior that undermines personal dignity.

Reporting channels and procedures for handling critical situations are in place, in compliance with principles of confidentiality, impartiality, and protection of the individuals involved.

Monitoring and Improvement

Gender equality is continuously monitored through indicators that allow assessment of the effectiveness of the actions taken.

The results are used to guide decisions and identify areas for improvement, with a view to continuous system evolution.

Integration into the Sustainability System

The gender equality policy is an integral part of the corporate sustainability system and contributes to the social dimension of corporate responsibility.

In line with EcoVadis, Brambati SpA integrates gender equality into its ethical standards, HR practices, and supply chain relationships.

Long-Term Commitment

Brambati SpA recognizes that building a fair environment requires continuity and adaptability. This policy is periodically reviewed by Management and updated according to the evolution of the corporate and regulatory context.

Gender equality is therefore understood as a continuous improvement journey, supporting company development and strengthening its long-term solidity.

Data

Codevilla, 20/04/2026

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BRAMBATI S.p.A.