	GENDER EQUALITY MANAGEMENT SYSTEM	Po 10
	Gender Equality Policy	Rev.01 del 07/12/2024 Pag.1/2

People are the true competitive advantage of LYTO'S, which considers inclusion and non-discrimination as core values. An inclusive work environment is both an ethical duty and a success factor, fostering innovation and value for the company and its clients. LYTO'S promotes practices that protect diversity and inclusion, encourage female empowerment, and ensure equal opportunities.

LYTO'S, in line with the '**National Gender Equality Strategy**' and the '**Gender Equality Strategy 2020-2025**' of the European Union, has developed a management model and a Strategic Plan in accordance with the requirements of the **UNI/PdR 125:2022** reference standard. This plan aims to achieve objectives related to gender equality and other related issues. To ensure the proper implementation of the plan, a Steering Committee has been established to oversee its execution.

The guiding principles that LYTO'S considers as fundamental references for this system are the following:

- **Gender equality**, religious belief equality, and ethnic equality, promoting inclusivity and a culture of mutual respect.
- Policies in favor of **female employment**, with particular emphasis on the absence of any form of gender discrimination in recruitment and selection processes.
- Initiatives aimed at ensuring **equal opportunities** for professional growth and salary alignment between women and men.
- Adoption of **corporate welfare policies**, particularly for individuals facing difficult personal and family circumstances.
- Initiatives aimed at facilitating the management of **parenthood and the reconciliation of work and family life**.

Within this management model, the present **Corporate Policy** is integrated with the existing policies related to the ISO 9001,14001 and 45001 management system and it aims to formalize and communicate to its stakeholders the commitment to creating an inclusive and equitable work environment that values diversity and rejects any form of discrimination. This commitment is expressed in the following areas:

## TRAINING


The company recognizes the value of training and promotes access to and dissemination of it, also raising awareness among its employees about the knowledge and respect for the principles of diversity and inclusion through specific **training** on ethical principles and *best practices* related to inclusivity, gender equality, sustainability, and *work-life balance*.

## MANAGEMENT OF CLAIMS

LYTO'S adopts a **zero-tolerance policy** towards any form of harassment, abuse, or offensive and discriminatory behavior, whether physical, verbal, digital, or of any other kind. The company encourages anyone who experiences or witnesses episodes of discrimination to report them through the dedicated channel, which ensures no retaliation against the reporter. LYTO'S is also committed to implementing concrete, appropriate, and proportionate measures in response to the reported behavior.

## ACCESS TO EMPLOYMENT

LYTO'S is committed to developing procedures to prevent all forms of discrimination and ensure equity, valuing diversity right from recruitment. To ensure that candidate selection is based solely on **skills** and **competencies**, the company trains the personnel involved in recruitment to recognize and manage any unconscious bias that could influence the process.

	GENDER EQUALITY MANAGEMENT SYSTEM	Po 10
	Gender Equality Policy	Rev.01 del 07/12/2024 Pag.2/2

### CAREER DEVELOPMENT

LYTO'S promotes inclusive access to growth and career development pathways for all dimensions of diversity. The company has structured the performance **evaluation process** based on objective criteria and has included among the KPIs the individual's propensity for behaviors that respect the principles of Diversity and Inclusion.

### SALARY EQUITY

LYTO'S is committed to analyzing the compensation situation based on diversity indicators and reducing, to the point of eliminating, any unjustifiable salary disparities based on objective and neutral criteria, in order to ensure equitable remuneration for jobs and positions of equal value in terms of role and level.

### WORK-LIFE BALANCE

LYTO'S promotes the well-being of its employees by adopting policies and solutions for work-life balance, with particular focus on supporting caregivers and parenthood in all its forms.

### COMMUNICATION AND LANGUAGE

LYTO'S is committed to using and promoting non-discriminatory, non-gendered language in its internal and external communication, and to **communicating transparently**, both internally and externally, its intention to promote and protect equal opportunities.

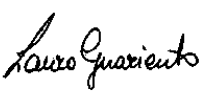
### RESOURCES

LYTO'S is committed to allocating **adequate resources**, both in terms of budget and personnel, to achieve and maintain the **objectives** outlined in the **Strategic Plan.**"

Furthermore, to measure and monitor the progress of the objectives within the Strategic Plan, LYTO'S has identified **specific performance indicators (KPIs)**, divided according to the six thematic areas of the framework:

1. **Culture and Strategy**
2. **Governance**
3. **HR Processes**
4. **Opportunities for growth and inclusion of women in the company**
5. **Gender pay equity**
6. **Protection of parenthood and work-life balance**

The Gender Equality Policy is rooted not only in the company's values but also in **contractual provisions, national and international regulations, and the requirements of international standards.** This corporate gender equality policy is defined by senior management, in coordination with the Steering Committee.

Rev.	Date	Writing	Date	Approval
0	06/09/2024		06/09/2024	
1	07/12/2024		07/12/2024	