

Compliant with the reference practice UNI/PdR 125:2022.

This Gender Equality Policy represents the general framework of the principles and objectives on which Stegip 4communication s.r.l. is based. has implemented its own management system compliant with the UNI/PdR 125:2022 reference practice.

Both in the family and social context, and in the economic and work context, the objective of gender equality - now assumed at an institutional, national and international level, starting from the UN 2030 Agenda up to the European and Italian guidelines - requires a real change of paradigm, i.e. radical interventions shared by the greatest number of actors that allow us to overcome gender stereotypes and undermine the sources of inequality.

To contribute to the pursuit of this objective, the Management of Stegip 4communication s.r.l. has integrated the principles and criteria of gender equality and respect for diversity, provided by the reference practice UNI/PdR 125:2022, into its corporate values and strategies and has equipped itself with management tools through which:

pay attention and set precise objectives for each working phase of working women;

measure the progress made in a clear and standardized way;

certify the results achieved by following qualified and transparent processes.

With the implementation of the management system for gender equality, Stegip 4communication s.r.l. is committed to pursuing the following gender equality objectives:

increase the presence of women within one's working context;

guarantee equal career opportunities, up to the most important top roles;

guarantee equal economic treatment;

guarantee work-life balance conditions suitable for the different life stages and proactive in rebalancing of family loads between men and women;

ensure a work environment that rejects stereotypes, discrimination and any form of abuse physical, verbal, digital and instead proposes a culture of diversity and inclusion;

Through the effective implementation and continuous improvement of the management system for gender equality compliant with the UNI/PdR 125:2022 reference practice, Stegip 4communication s.r.l. It therefore aims to promote and protect diversity and equal opportunities in the workplace, measuring progress and results through the adoption of specific indicators (KPIs) and reporting them to interested parties through documents and communication channels. officials.

Lì 05.02.2024

L'Amministratore Unico

Stefano D'Ambrosio



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