



The Olive Masters.



GENDER EQUALITY POLICY

Rev. 00 of: 03/11/2024

Mission and strategic vision

Madama Oliva S.r.l. has elected to contribute to the 'Achievement by 2030 of gender equality by ensuring women's full and effective participation and equal opportunities for leadership at every level of decision-making in politics, economics and public life' as envisaged in Sustainable Development Goal No. 5 of the United Nations 2030 Agenda.

This Policy for Gender Equality and for Diversity and Inclusion, laid down by senior management in collaboration with the steering committee, defines the principles, goals and guidelines that define the organisation's commitment on issues concerning gender equality, valuing diversity and empowering women.

This Gender Equality Policy is aimed at all in-house staff and collaborators, and is shared with all the main stakeholders who have an ongoing relationship with the organisation.

Guiding principles for gender equality

With a view to fulfilling its mission to the best of its ability and in keeping with its strategic vision, the company has decided to adopt a Gender Equality Management System (GEMS) that complies with UNI/PdR125:2022, as a valid tool to ensure gender equality concerning the presence and professional growth of women, fostering an inclusive culture and the implementation of processes to further women's empowerment.

The guiding principles behind Madama Oliva's Gender Equality Policy are:

- **impartiality and inclusiveness**
- **fairness and transparency**
- **development of human resources**
- **protection of the individual**
- **protection of parenthood**
- **combating all forms of violence and discrimination**

L'impegno di Madama Oliva

In order to achieve the above-mentioned principles, Madama Oliva is committed to:

- the creation and support of an inclusive and equality-oriented corporate culture;
- implementing day-to-day organisational methods that promote equal opportunities throughout the entire working life of staff and collaborators, as well as eliminating gender prejudices and stereotypes.
- promoting an inclusive culture that values the traits and individual characteristics of each person by building an inclusive working environment with zero tolerance of harassment and discrimination; to do so, it constantly strives to set an example and to educate and raise awareness among its staff;
- to give all stakeholders the opportunity to report any unwanted incidents in a transparent manner by providing an anonymous reporting channel accessible via the following link: <https://whistleblowing.madamaoliva.it/welcome>;
- transparently communicating, both internally and externally, its desire to pursue gender equality, welcome diversity and support women's empowerment.

Steering committee

In accordance with the provisions of UNI/Pdr 125:2022, the company has appointed a Steering Committee that will be responsible for implementing this policy, defining its objectives annually and constantly monitoring the regulatory KPIs and goals of the Strategic Plan.

The company's staff and collaborators are required to comply with the provisions of this Policy, Management System, and Internal Regulations in their areas of responsibility, and to apply the principles of inclusiveness and non-discrimination in their daily work.

Madama Oliva 