

## Gender Equality and Inclusion Policy

Manens S.p.A. provides engineering and architectural services that fully comply with industry regulations and all applicable laws, offering technically advanced and sustainable solutions that are also economically viable. These solutions aim to not only meet regulatory constraints but maximize the overall benefit-to-cost ratio, including social costs and benefits.

For its international activities, Manens is committed to integrating diverse technical standards and cultural, religious, and lifestyle differences among its employees and in its relationships with clients, suppliers, construction companies, and governing bodies. Manens' objective is complete customer satisfaction achieved through consistent technical and professional dedication, continuous learning, and constructive, cordial collaboration.

All Manens projects share a focus on innovative solutions prioritizing safety, energy savings, environmental sustainability, and overall cost-effectiveness.

Each project is viewed as an opportunity for research, experimentation, and the development of new technological solutions and knowledge acquisition. Manens promotes the development of methodologies, skills, and expertise in new areas like building physics, with particular attention to minimizing environmental impacts.

Designing also means promoting a culture of engineering and environmental sustainability both internally and externally, creating a shared understanding and language regarding engineering issues.

While the primary goal has been to promote a new engineering culture, the future challenge is to establish this vision within a truly integrated engineering structure that follows advanced models and criteria, capable of competing with major international firms.



For these reasons, Manens deems a robust gender equality and inclusion policy essential, bringing enrichment through diversity for all who work within and for Manens.

Manens commits to the following:

- Culture and Strategy: Promoting an inclusive culture sensitive to gender issues, ensuring gender equality among employees and collaborators, and fostering a respectful and open work environment.
- Governance: Ensuring balanced representation of men and women in decision-making roles, encouraging internal mobility, and succession planning in managerial positions according to inclusive and gender equality principles.
- Processes: Evaluating and modifying internal processes to eliminate gender discrimination and promote inclusivity.
- Human Resources: Offering training programs on gender equality and inclusivity, raising awareness about unconscious biases and workplace equality among employees and collaborators.
- Growth Opportunities and Women's Inclusion: Actively promoting the advancement of both women and men through professional development opportunities, mentoring, leadership programs, and ensuring equal representation at events and conferences.
- Gender Pay Equity: Ensuring equitable pay for men and women for equivalent roles, continuously monitoring pay data to identify and address discrepancies.
- Parenthood Support and Work-Life Balance: Ensuring flexible working conditions to support parenthood and work-life balance.

To enhance the effectiveness of these measures, Manens is committed to continuously reviewing its personnel policies, communications, including marketing and advertising activities, transparently declaring its commitment to gender equality, valuing diversity, and supporting female empowerment.

This policy is communicated and disseminated within the organization at all levels and to stakeholders. It is the subject of training and awareness-raising for company management.

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