

Gender Equality Policy

Demont S.r.l. is committed to promote the values of diversity, inclusion and gender equality, as core values of a corporate culture that ensures people's rights and freedom.

For us, "Equality" means committing ourselves to avoiding all forms of discrimination, guaranteeing the right to equal opportunities for every individual.

The "Diversity" is welcomed and promoted as a corporate collective added value thanks to the enhancement of differences; since the constructive contribution of everyone improves the working environment and ensures respect for singles identities.

The company decided to adopt a Gender Equality Management System in accordance with UNI/PDR 125:2022 guidelines, to encourage develop and maintain a socially acceptable and inclusive work environment.

Our commitment

Demont S.r.l. does not tolerate any form of intimidation, bullying, persecution, harassment and, particularly, any kind of discrimination based on sex, sexual orientation, gender identity, ethnic origin, skin colour, marital status, pregnancy status and motherhood, disability, religious faith, age, social position, personal beliefs (also in reference to membership in political parties and unions).

Our commitment in opposition towards all forms of discrimination in the workplace is made through actions aimed to:

- apply the principle of equal treatment to all activities that regulate the professional life of workers within the company (e.g. from recruitment to training; from career advancements to maternity or paternity management), in order to base the assessment criteria on the capacity, experience and personal potential;
- eliminate any organizational dysfunctions in the management of work that could encourage, even involuntarily, any sort of discrimination or penalizing situations.
- sensitise the Organization to the value of diversity and gender equality, in order to promote it and enhance it, through information campaigns and training courses focused on the respect of each individual;
- condemn the systematic and/or intentional use of acts of persecution, harassment, moral or physical violence, motivated by a discriminatory intent;
- adopt instruments to detect any discriminatory action as well as to investigate employees' perception;
- ensure confidentiality both for victims of harassment or discriminatory actions, and for those responsible for committing them;
- plan actions and initiatives that can develop female empowerment in business activities;
- activate a Gender Equality Committee to ensure the effectiveness of the present Policy and to monitor the actions taken;
- base our internal and external communication avoiding the gender stereotype, ensuring a periodic review of the materials used to support the communication and/or marketing strategy, by committing to a gender-friendly language.

Recipients of the Policy

This Policy and the company's commitment is confirmed to all employees, customers, suppliers, partners, users, unions, and all those who, in some way, fall within the scope of our values.

Our employees are also called to demonstrate a conscious and responsible behaviour that promotes dignity, equality, and mutual respect and towards external consultants, customers, suppliers, collaborators and visitors.

Communication and sharing

Demont shares and makes this Policy available through:

- its own institutional website
- the company's internal intranet
- at the time of new recruitments, through the explanation of the commitment to the adoption of mechanisms aimed to guarantee diversity and inclusion
- reference on contracts of all suppliers, including contractors/subcontractors

During any internal training sessions, it will be the responsibility of trainers to make sure that this Policy is fully understood by all participants.

Demont's employees are required to adapt their behaviour to the principles set out in this Policy, both in the workplace and during external work-related events (meetings, fairs and events in general, travel).

Gender Equality Committee and Deviation's Reports

The Management has appointed the Gender Equality Committee for the protection of the principles of Gender Equality & Inclusion, whose task is to promulgate these principles, to take action in order to dissuade any form of discrimination, to monitor the correct application of the Management System implemented to guarantee Gender Equality, to gather any deviation's reports filed by employees, and the activation of initiatives in favour of women's empowerment.

If there is a suspicion of behaviour that does not comply with this Policy, it will be possible to make a report through the following communication channels:

- Whistleblowing Demont reporting system via Whistlelink platform available on company website

The person responsible for the Gender Equality Management System is Dr Garbarino Ramona

Confidentiality will always be guaranteed.

Revision

This Policy will be subjected to periodic review at the time of the Integrated Management System Review with the Management, to ensure its adequacy and effective implementation.

The reviews will be subject to the approval of both the Management and the Gender Equality Committee.

Demont S.r.l.

CEO

Leonardo Melloni



Employer

Massimiliano Lazzarino


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Millesimo, July 30th, 2026