Saras SpA

Diversity, Equity and Inclusion Policy

APPROVED BY THE GENDER EQUALITY STEERING COMMITTEE ON 24 NOVEMBER 2026

DIVERSITY, EQUITY AND INCLUSION

Saras considers valuing its people essential to creating value for the company and its stakeholders and to ensuring the sustainability of its business.

Dignity and respect for people are at the core of Saras corporate culture. Respect for the principles of diversity and inclusion, a commitment to equal opportunities and opposition to all forms of discrimination have always characterized the way Saras operates.

In this context, Saras recognizes gender equality as a fundamental value in building a fair and inclusive work environment in which everyone can realize their potential, develop their skills and contribute fully to the organization's growth, with access to the same opportunities for participation, development and professional fulfilment.

Promoting gender equality means recognizing and valuing differences and overcoming stereotypes, prejudices and conditioning, including unconscious biases, that may give rise to inequalities or prevent individuals from fully fulfilling their potential.

In implementing the values set out in the Saras Code of Ethics and within the framework of the UN Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization and the UN Global Compact principles, Saras guarantees equal dignity and opportunities for all, regardless of sensory, cognitive or motor disabilities, ethnicity, country of origin, culture, gender, nationality, political opinion, sexual orientation, social status, age, religious beliefs or any other personal characteristic.

This commitment forms part of Saras broader journey to promote diversity, equity and inclusion and is pursued in line with national and international principles on equality and equal opportunities and with **UNI/PdR 125:2022**, which serves as a reference for a structured and ongoing approach to promoting gender equality within the organization.

Saras therefore undertakes to:

- **promote a culture and leadership model that fosters equality and inclusion**, raising awareness of the value of differences and recognizing that everyone has a responsibility to help build relationships based on dignity, respect and equity, overcoming stereotypes and prejudices, including unconscious biases, that may influence behaviour and decisions;

- **develop a fair, collaborative, open and stimulating work environment**, in which everyone can express themselves authentically, have their contribution recognized and enjoy the same opportunities to participate and be valued, in line with corporate values, encouraging the exchange of ideas, experience and knowledge and helping to promote effective, inclusive and exemplary behaviour;

- **act and make decisions impartially,** overcoming stereotypes and prejudices, including unconscious biases, and avoiding discrimination and any harmful gender-based behaviour, so that everyone can access the same opportunities and be valued because of their skills, experience and professional expertise**;**

- **create the conditions for everyone to realize their potential, develop their skills and enhance their professional expertise**, in accordance with the principle of recognizing each person's contribution, supporting a work environment that fosters equal opportunities for training, development and growth and promotes balanced gender representation across different roles and levels of responsibility, in accordance with the principles of merit and competence;

- **apply HR policies and processes that ensure fairness at every stage of working life**, from recruitment and hiring through role allocation, training, performance appraisal, employee mobility and professional development, to opportunities for growth and career progression, ensuring that decisions are based on objective, consistent and non-discriminatory criteria;

- **ensure fair remuneration systems commensurate with assigned responsibilities and assessed performance**, in compliance with applicable legislation, collective bargaining agreements and industry standards, with a commitment to ensuring equal pay for the same work or work of equal value and preventing pay differences that are not based on objective, non-discriminatory criteria;

- **support parenthood and caregiving responsibilities**, promoting a culture that recognizes their value and encourages the sharing of family responsibilities, so that parenthood and caregiving needs do not prevent full participation in working life or adversely affect opportunities for development and growth;

- **promote work-life balance**, through organizational arrangements and flexible working practices based on responsibility and trust, together with a range of corporate welfare services designed to reconcile business sustainability with people's well-being, considering the different needs they may have at various stages of life;

- **promote respectful and inclusive communication** that values differences and avoids reproducing gender-related stereotypes, prejudices or discriminatory representations, so that language, images and communication practices also help foster a culture based on equality, respect and inclusion;

- **prevent and combat all forms of discrimination, harassment and abuse**, whether physical, verbal, sexual or psychological, as well as any behaviour, threat or intimidation that undermines human dignity, promoting a safe and respectful work environment in which no form of violence or harassment is tolerated and everyone can feel protected;

- **listen to its people and monitor progress towards gender equality over time**, identifying any areas for improvement and pursuing objectives that can bring about tangible and lasting change, recognizing that building an increasingly fair and inclusive organization requires an ongoing, shared commitment.

The commitments set out in this Policy guide Saras progress towards greater gender equality and are put into practice through the Strategic Plan for Gender Equality, through which Saras identifies the objectives to be pursued and defines the actions, responsibilities, resources and monitoring tools needed to progressively translate these commitments into tangible and measurable results.

Everyone is responsible for implementing and promoting this Policy through behaviour guided by the principles of equality, equity, inclusion and respect. Leadership is expected to support and promote these principles, helping to integrate them into the organization's culture, processes and decisions.

This Policy is communicated and disseminated within the organization and to all those who have a relationship with Saras, in a spirit of transparency and collaboration, and is also made available to all stakeholders on the corporate website www.saras.it.

Saras promotes the implementation of this Policy and periodically reviews its adequacy, recognizing that gender equality is a process of continuous improvement that requires listening, participation and a shared commitment over time.