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| UNI/PdR 125:2022 | <b>AFERETICA SRL</b><br><b>GENDER EQUALITY POLICY</b> | Doc. del 05/11/2025<br>Rev 0 |
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# GENDER EQUALITY POLICY

## UNI PDR 125/2022

**Sede Legale**

Via Spartaco, 10  
40138 Bologna (BO)  
PEC: aferetica@cgn.legalmail.it

**Sede Operativa**

Via Roma, 19  
40017 San Giovanni in Persiceto (BO)  
T: +39 0535 640261/640263 - F: +39 051 0218364

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### **Sede Legale**

Via Spartaco, 10  
40138 Bologna BO  
T: +39 051 0218370

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## FOREWORD

Aferetica Srl is an innovative company, active for over ten years in various clinical fields, from nephrology to Critical Care to transplantation. In collaboration with the medical scientific community, we work for the most advanced therapeutic solutions by enhancing the experiences, knowledge, technical and production capabilities of the Mirandola Biomedical District, one of the largest districts of the biomedical industry at European level.

The Company and the resources included in the organisation are convinced that gender equality, respect for diversity and inclusion and the fight against all forms of violence and discrimination are fundamental conditions for achieving the company's objectives.

This being the case, and given as shared by its personnel, Aferetica has decided to adopt this **Charter of Values** (also, only, the 'Charter'), which is aimed at orienting the company's objectives and providing itself with adequate tools to comply with these values.

Finally, the Charter of Values introduces and makes binding certain structural measures and rules of conduct to implement the set goals and principles.

The Management has the right to implement, integrate, or modify the Charter of Values and its related implementation tools as deemed appropriate during the Company's activities.

The Charter of Values is adequately disseminated and applies to corporate bodies, employees (individuals with an employment relationship, including executives), collaborators (such as interns, trainees, and agency workers), external consultants, contractors, sub-contractors, suppliers, customers, business partners, or parties acting in the name and/or on behalf of the Company based on a mandate or other contractual relationship, hereinafter, collectively, the "Target Recipients" or, simply, the "Recipients."

## 1. RECIPIENTS

1.1. The contents of the Charter of Values are binding for the "Recipients"; its observance is required of all those who, in any capacity, cooperate in the exercise of company activities. Each of the Target Recipients is required to adhere to what is indicated in the Charter and to adapt their behavior

and actions to the principles, precepts, and prescriptions expressed therein, as failure to observe it constitutes a violation thereof.

1.2 Aferetica will sanction behaviors that are not consistent and compliant with the values and principles of the Charter, according to the severity of the infringements committed, in application of legal norms, the company disciplinary system, and, as far as its consultants, agents, attorneys, commercial partners, clients, and suppliers are concerned, by taking measures it deems appropriate, such as, by way of example and not exhaustive, the immediate termination of the contractual relationship, requests for compensation for damages, and/or indemnification.

1.3 Aferetica commits to promoting awareness and respect for the Charter of Values at every organizational level, to overseeing the observance of the Charter, and, as stated, to sanctioning violations, in conformity with applicable legal norms and disciplinary procedures.

1.4 Aferetica applies the values indicated in the Charter to personnel at every operational and legal office.

## 2. PRINCIPLES AND VALUES: GENDER EQUALITY, RESPECT FOR DIVERSITY, AND INCLUSION

2.1 Gender equality, respect for diversity and inclusion, and the fight against all forms of violence and discrimination are core values for the Company.

2.2 Aferetica's objective is to create a work environment that fosters diversity and protects the psycho-physical well-being of its employees.

2.3 The Company condemns all forms of discrimination based on sex.

2.4 The Company intends to orient its activities in conformity with these values and to ensure their protection.

2.5 The Company safeguards these values through both appropriate work environments and conditions that respect gender equality, and through initiatives against episodes of discrimination (e.g., mobbing, stalking). Every employee can voice their grievances to the designated Body if they feel they are being treated unfairly or unequally, without suffering any disadvantage as a result of their grievances.

2.6 The Recipients of the Charter of Values must be aware of the meaning of their actions and must pursue company objectives in conformity with the principles, values, and contents of the Charter.

### **3. CULTURE AND STRATEGY**

3.1 The vision, aims, and values that define Aferetica's corporate environment and activities must align with the values and objectives of gender equality, inclusion, and attention to gender diversity.

3.2 To this end, internal procedures and training and awareness activities are planned to implement these guiding values and principles.

3.3 The Company strategically sets its objectives in the area of gender equality and will monitor their achievement.

3.4 Dialogue and open discussion are valuable tools for creating and developing an inclusive corporate environment. Therefore, Aferetica supports initiatives, projects, and events that allow people to express opinions and create an environment open to discussion and dialogue. Discussion is also encouraged through surveys aimed at analyzing employees' and collaborators' perceptions of equal opportunities within the company.

3.5 Similarly, the Company supports internal communication and awareness-raising activities to disseminate behaviors and language that ensure an inclusive work environment respectful of gender diversity and all other forms of diversity.

3.6 Aferetica provides or sponsors training activities at all levels, including top management, on gender equality, stereotypes, and unconscious biases.

3.7 Aferetica ensures that genders are equally represented in the conduct of its activities, particularly in relationships with clients, suppliers, and business partners, as well as at round tables, events, and conferences in which the Company chooses to participate.

### **4. GOVERNANCE**

4.1 Aferetica's governance model aims to define adequate organizational safeguards that guarantee the presence of the minority gender in the organization's steering and control bodies.

4.2 Objectives related to gender equality and inclusion are shared among all individuals within the company organizational chart, and in particular,

their implementation is subject to evaluation by company management.

4.3 Procedures are identified to pinpoint, investigate, and manage any form of non-inclusivity.

4.4 A budget is allocated for the development of activities supporting gender equality and integration.

### **5. HUMAN RESOURCES (HR) MANAGEMENT**

5.1 Aferetica's personnel are hired and employed in accordance with the values of gender equality and inclusion that form the foundation of the company's vision. No form of hiring or collaboration based on gender discrimination is tolerated.

5.2 The selection of personnel to be hired to meet company needs is carried out in conformity with the company policy. Candidates for employment must be selected and evaluated objectively based on their professional skills and personal characteristics, regardless of their gender.

5.3 Human resource management and development processes are defined to promote gender equality and inclusion.

5.4 Aferetica demands identical behavior from all employees and collaborators, as well as from contractors and subcontractors working for, on behalf of, or at the Company, regardless of their gender.

5.5 Equal and fair participation in training and development programs for company resources, including those on leadership, is guaranteed. Mobility and succession policies for managerial positions are planned to be consistent with the professionalism of the resources employed in the company and with the principles of an inclusive organization that respects gender equality.

5.6 Mechanisms for analyzing turnover based on gender are provided.

### **6. GROWTH OPPORTUNITIES AND INCLUSION OF WOMEN IN THE COMPANY**

6.1 Aferetica is convinced of the importance of ensuring gender-neutral access to career paths and internal growth opportunities.

6.2 To this end, the Company aims to achieve gender occupational equality, progressively

increasing the percentage of women within the organization relative to the total workforce.

6.3 Aferetica believes in the value of female leadership and promotes the attainment of managerial qualifications for all genders. Each resource within the company organization can, according to their professional growth path, hold the role of head of organizational units, as well as be assigned a spending/investment budget.

## **7. REMUNERATIVE EQUITY BY GENDER**

7.1 Professional development and promotions are based exclusively on abilities and professional levels, to ensure non-discrimination and equal opportunities.

7.2 Career opportunities and personal development programs are directed indiscriminately to all resources within the company organization.

7.3 Aferetica — for the same role, duties, and skills — ensures the same salary treatment for resources employed within the company organization, regardless of their gender. Payments related to greater or different performance (e.g., overtime, various allowances, and reimbursements) are to be excluded from this calculation.

7.4 The procedures and criteria followed in implementing remuneration policies concerning the variable part of the salary are made known to both male and female workers.

## **8. PROTECTION OF PARENTHOOD AND WORK-LIFE BALANCE**

8.1 Aferetica aims to guarantee measures for all employees to foster work-life balance. A periodic review of employees' flexibility needs is conducted.

8.2 The Company wants to ensure policies supporting parenthood in its various forms and the adoption of procedures that facilitate and support the presence of women with pre-school children in the company organization.

8.3 Parenthood is considered a moment for acquiring new skills beneficial to both the individual and the organization. Therefore, it is essential to protect the relationship between the person and the company before, during, and after maternity/paternity leave.

8.4 Aferetica believes in the importance of providing dedicated services for reintegration after maternity/paternity leave.

8.5 The number of employees on maternity/paternity leave and the days of leave utilized will be monitored.

8.6 Aferetica commits to evaluating measures dedicated to maternity/paternity and services to promote the reconciliation of personal and work life, beyond and regardless of what is stipulated in the relevant National Collective Bargaining Agreement (CCNL).

## **9. GENERAL PRINCIPLES IN RELATIONSHIPS WITH CLIENTS, SUPPLIERS, AND COMMERCIAL PARTNERS**

9.1 Business partners and contractual counterparts in general are also invited to respect the principles contained in the Charter of Values.

9.2 This implies that in carrying out company activities—with employees, commercial partners, clients, and suppliers—respect for these values prevails, as do laws aimed at protecting the rights and individuality of all professionally involved parties with the company, whether they are bound to it by a subordinate or autonomous relationship.

9.3 The Company's resources, when engaging in negotiations or relationships, including commercial ones, with third parties, must:

- Observe the principles and values contained in the Charter of Values;
- Verify, when selecting clients, professionals, and commercial partners, their adherence to the principles and values expressed in the Charter of Values;
- Ensure that the principles and values contained in the Charter of Values are respected in purchasing, supply, and commercial relationships in general.

9.4 In general, Aferetica will base its internal and external communication in conformity with its commitment to gender equality issues. A periodic review of communication materials and strategies will be conducted: the Company commits to promoting a positive image of the minority gender and to using language respectful of gender differences.

## **10. DONATIONS AND SPONSORSHIPS**

10.1 Aferetica reserves the right to approve requests for contributions and sponsorships for activities related to gender equality, respect for diversity, and inclusion. These requests must come from non-profit entities and organizations with charitable or educational purposes, foundations, and associations. All such approvals will be in accordance with the Company's internal rules and administrative and accounting regulations.

10.2 Sponsorship activities can only be carried out after specific agreements are defined and after verifying the reputability of the beneficiary and the promoted event/initiative. The Administrative Body or its delegated representative is responsible for decisions regarding donations and sponsorships.

## **11. COMBATING WORKPLACE HARASSMENT**

11.1 Aferetica is fully committed to combating discrimination and harassment in the workplace.

11.2 The risk of all forms of physical, verbal, or digital abuse is continuously assessed, and specific measures for the prevention and management of workplace harassment are identified.

11.3 The Company condemns all forms of violence against employees, including sexual harassment in any form.

11.4 A procedure is in place for the anonymous reporting of such incidents and for the protection of employees who report them.

11.5 Aferetica reserves the right to adopt all appropriate measures, including sanctioning actions, following the ascertainment of discriminatory events or harassment.

## **12. DISSEMINATION OF THE CHARTER OF VALUES, MONITORING, AND IMPLEMENTATION**

12.1 Aferetica undertakes to promote and guarantee adequate knowledge of the Charter of Values, disclosing it to the Addressees by means of adequate communication activities and undertakes

to publish the Charter of Values and any subsequent integration/amendment on the corporate website for an easier and more immediate accessibility.

12.2 Aferetica designates the body responsible for the implementation, monitoring, and oversight of compliance with this Charter of Values.

12.3 Individual company functions will, in any case, ensure that everyone within the Company and all parties interacting with it respect the Charter of Values, reporting any violations and/or taking appropriate measures.

12.4 The Body responsible for monitoring and oversight will ensure to:

- Monitor the awareness and effective application of the Charter of Values;
- Provide any clarification regarding the interpretation or application of the Charter of Values;
- Receive and analyze reports of violations of the Charter of Values;
- Formulate proposals regarding the potential adoption of sanctioning measures in cases of ascertained violation of the Charter of Values;
- Recommend any modifications, updates, and additions to the text of the Charter of Values.

12.5 Such reports must be sufficiently precise and detailed. The Body responsible for monitoring and oversight guarantees the confidentiality of the authors of the reports.

12.6 The Company will avoid any type of retaliation, discrimination, or penalization against the whistleblower and will intervene to protect them in this regard.

12.7 This Charter of Values will be reviewed or confirmed based on periodic monitoring, changes, and the results of monitoring and verification.

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