

Gender Equality Policy

TACCHINI ITALIA FORNITURE S.R.L. adopts a “Gender Equality Policy,” defined by Management, with the goal of recognizing, protecting, and enhancing gender differences and equal opportunities in the workplace.

The company is committed to encouraging women’s empowerment through a variety of initiatives aimed at:

- promoting gender equity;
- fostering female leadership;
- reducing the gender gap;
- spreading an inclusive and aware culture, free from biases and prejudices.

This Policy is consistent with corporate strategies as well as internal HR policies and regulations regarding personnel management, career development, and communication.

With this document, TACCHINI ITALIA FORNITURE S.R.L. expresses its commitment to promoting inclusive governance and gender-equal human resource management processes throughout the employee lifecycle: from recruitment and selection practices to professional and career development, from work-life balance to the appreciation of people before, during, and after maternity/paternity, also allocating a dedicated budget.

The ultimate goal of this policy is to implement initiatives and practices aimed at overcoming unconscious bias and eliminating conditions that hinder the achievement of true gender equality in the workplace.

This Gender Equality Policy applies to all internal personnel and external collaborators who work with the organization on a continuous basis.

The objective of TACCHINI ITALIA FORNITURE S.R.L. is to concretely integrate these values into the company by creating an increasingly inclusive and encouraging environment in which every worker is respected, valued, and assessed based on their skills and attitudes.

TACCHINI ITALIA FORNITURE S.R.L. considers gender equality a guiding value to be included among the highest corporate priorities and, as such, essential to the sustainable development of the business.

To further enhance its inclusive culture, the company has been increasingly committed since early 2024 to promoting gender equality by recognizing, protecting, and valuing gender differences and by fostering equal opportunities in the workplace—from hiring practices to career and leadership development.

TACCHINI ITALIA FORNITURE S.R.L. commits to:

- applying HR management and development practices that promote an inclusive culture in access to corporate roles and professional growth, ensuring equal opportunities for all personnel and supporting the empowerment of women;
- respecting and emphasizing the culture of diversity and inclusion, pursuing the best possible conditions to attract, grow, and retain talented individuals. To this end, the company has set the goal of defining a corporate welfare plan that includes initiatives to improve the well-being of individuals both at work and in achieving work-life balance;
- communicating transparently, both internally and externally (including in marketing and advertising activities), its commitment to gender equality, diversity appreciation, and support for increasing female employment;
- creating an inclusive, collaborative, supportive, transparent work environment open to listening to all personnel;

- ensuring gender pay equity, facilitating women's participation and permanence in the workforce through support for caregiving responsibilities, valuing skills, and ensuring fair pay for work and occupations of equal socioeconomic value;
- providing equal opportunities for the development and application of individual talents, ensuring equal and fair participation in training and development programs with representation from both genders.

TACCHINI ITALIA FORNITURE S.R.L. defines detailed objectives in its Strategic Plan through Key Performance Indicators (KPIs) based on the six thematic areas indicated in UNI/PdR 125:2022:

1. Culture and Strategy: improving the organization's work environment by promoting inclusion, gender equality, and gender diversity enhancement;
2. Governance: implementing a governance model aimed at defining appropriate organizational safeguards and ensuring minority gender presence in decision-making and control bodies, as well as establishing processes to identify and address any non-inclusive events;
3. HR Processes: implementing HR processes across various stages of the employee lifecycle that are based on principles of inclusion and respect for diversity;
4. Opportunities for Women's Growth and Inclusion: improving the organization's ability to offer gender-neutral access to career and internal growth opportunities and accelerating these processes;
5. Gender Pay Equity: implementing processes for balanced remuneration;
6. Parenthood and Work-Life Balance: implementing policies to support employees in their parenting and caregiving roles.

TACCHINI ITALIA FORNITURE S.R.L. prepares and shares with stakeholders a communication plan regarding its commitment to gender equality, diversity, and inclusion, ensuring that the communication aligns with the principles of this Policy and the objectives set and implemented through the strategic plan.

All personnel are required to comply with the Management System and related Policies and to apply the principles of this Policy in their daily work.

The appropriateness of this Policy is reviewed annually as part of the company's Management System review activities.

The responsibility for implementing this Policy lies with the Gender Equality Steering Committee.

The Management