



SERIART G2 srl
62027 San Severino Marche (MC)
Località Taccoli, 115
www.seriartg2.com

Annex 5 rev.10

COMPANY POLICY: ISO 9001:2015 QUALITY POLICY AND GENDER EQUALITY AND INCLUSION POLICY UNI/PdR 125:2022

For over 40 years Seriart G2 srl has applied its expertise in screen printing to a continual search for the use of materials whose innovative applications have made its products a proven success in the national and international market. Seriart G2 is convinced that the winning formula to remain among excellent companies and continue the progressive growth path undertaken over the years is to continue investing in:

- technology
- human resources

Technology plus operators to satisfy those who demand products of the highest quality and technically advanced, unattainable with conventional techniques.

The company's philosophy is: **"not quantity, but the quality of the products and the service to the customer."**
The General Management is firmly convinced to continue its activity by further consolidating its market position, strengthening the strong roots that bind the company to its territory while pursuing sustainable profit.

For these purposes Seriart G2 has already adopted since 2000 a Quality Management System ISO 9001, certified by a third-party body, to facilitate the growth of the Company and the achievement of these objectives.

From June 2024, the Management has also integrated the requirements of UNI PdR 125:2022 on gender equality to be committed to removing cultural, organizational, and material obstacles that limit the expression and valorization of people within the organization to create a collaborative, supportive, and open work environment to contributions from all workers, promoting trust among people, customers, and civil society.

Our values

Seriart G2 srl is a company made of people, and for this reason we recognize their value and their differences. We pursue business objectives and social mission in full compliance with universal principles of Corporate Social Responsibility, taking into account the interdependence between economic goals and sustainability goals.

We believe in a gender equality culture, promoting and incentivizing corporate policies that favor equal opportunities throughout the entire employment journey, starting from the recruitment process and then continuing in HR processes of Onboarding, Job Rotations, Training, and Career Development.

Historically, Seriart G2 has assessed the competencies and abilities of its personnel, aiming to avoid prejudice and stereotypes. With this concrete path Seriart G2 wishes to further encourage an inclusive culture that values all people present in the company equally. Creating a culture of gender parity, in fact, is an essential element to ensure excellent performance based on merit and sustainability in the long term.

Whom do we address?

This policy applies to all employees, partners, and individuals hosted with Seriart G2 projects and is shared with its main stakeholders, suppliers, and customers with the aim of having a greater impact and being a reference point for other corporate entities. Creating a culture of gender parity is at the base of the human capital management strategy, essential to ensure a performance based on talent and sustainability in the long term. This document represents the guidelines to be implemented through HR processes for the creation of a work environment with equal gender opportunities across the entire cycle of selection, management, development, and career advancement.

The following principles will be the constant reference to ensure full satisfaction of the Customer and all those who operate within the structure:

- **Client orientation:** Seriart G2 depends on the companies it operates for. It is therefore necessary to understand their present and future needs, meet their requirements, and aim to exceed their own expectations.



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- **Leadership:** in the structure all managers establish unity of intent and direction of the organization to create and maintain an internal environment that fully involves managers, trainers, and collaborators in pursuing the set objectives.
- **Involvement** of personnel: people at all levels are the essence of Seriart G2. Their full involvement enables their abilities to be at the service of the organization.
- **Process approach:** a desired result is achieved more efficiently when related activities and resources are managed as a process, which presupposes the definition and ongoing review of the effectiveness of the quality management system.
- **Continuous improvement:** continuous improvement of overall performance is a permanent and essential objective to stay in step with the demands of a reference market in constant evolution.
- **Decisions based on factual data:** decisions are based on analysis of data and information, constantly updated, measured, and verified.
- **Environment and territory:** respect the work environment and laws, deliver services with care for relationships with the external community.
- Pursue gender parity and value and **safeguard diversity and equal opportunities** in the workplace.
- Adopt processes aimed at **ensuring non-discrimination** and equal opportunities in personnel management through professional development and promotions, based exclusively on abilities and professional levels.
- Create a **work environment that fosters diversity** and protects the psycho-physical well-being of all employees.
- Strive to **improve the Work-Life Balance** of its employees at all stages of their personal and professional life through: scheduling meetings in the central part of the workday, on-demand smart working, welfare bonuses/vouchers.
- Ensure that **no pay disparities** exist for the same role
- Fully implement legal provisions and collective agreements, signed by the entrepreneurial organizations to which it adheres, regarding **conduct related to workplace harassment**.
- Prevent any form of **physical, verbal, or digital (harassment) abuse** in light of Health and Safety at work and ensuring the use of behaviours and language capable of ensuring an inclusive and respectful work environment free of gender diversity discrimination.
- **Prefer commercial relationships** with companies that share commitment to inclusion and gender parity.
- **KPI measurement** by adopting a monitoring system to ensure gender parity is adequately managed. The dashboard (improvement plan) contains key performance indicators that provide a representation of the corporate population.

The policy defined here is appropriate to the objectives described by the management system updated to ISO 9001:2015 and UNI PdR 125:2022 and takes into account the context in which Seriart G2 operates. The objectives defined and monitored for both the training area and job services are supported by providing the resources by Management to enable the achievement of strategic directions.

The Management is continually engaged in reviewing and verifying the ongoing suitability of the company policy. The Management has also established a Gender Parity Guidance Committee (CPG) under UNI PdR 125:2022 for effective adoption and ongoing and effective application of the gender parity policy.

Seriart G2 promotes communication and information activities addressed to all company workers, at all levels, to ensure the broadest knowledge and most effective application of the principles of this Policy through training activities. The policy is also made available to all interested parties on the website www.seriartg2.com.

Approved by Management on 28 June 2024
Giovanni Ciriaci