

GENDER EQUALITY POLICY

The purpose and efforts of our organisation

During 2026, ITINERA PROJECT S.R.L. embarked on a process to implement a management system compliant with UNI/PdR 125:2022, intended to ensure gender equality with regard to women's presence and professional growth within the organisation. To this end, it seeks to enhance the diversity represented in the roles operating within the organisation and to maintain processes capable of developing women's empowerment in business activities.

In pursuing and maintaining this objective, the organisation focuses its efforts on the following areas established by UNI/PdR 125:

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities
5. Pay equity
6. Parenthood

ITINERA PROJECT S.R.L. believes that developing a cultural model that promotes gender equality not only generates "social value" appreciated within the European institutional and economic context but also constitutes a business development factor for the organisation.

Results based on stakeholder satisfaction

For this reason, ITINERA PROJECT S.R.L. intends to ensure gender equality through concrete actions which, in addition to complying with the requirements and indicators established for each area, are genuinely and tangibly valued by the women working in the organisation, who are the principal stakeholders in the results generated by the management system.

To address such satisfaction at every stage and in every circumstance of women's working lives within the organisation, the organisation has chosen to consider this "life cycle" through the following aspects:

- Recruitment and hiring;
- Career management;
- Pay equity;
- Parenthood and caregiving;
- Work-life balance;
- Prevention of abuse and harassment.

For each of these aspects, the organisation has established more specific policies, set out below. For each policy, which expresses the principles guiding the organisation, specific and measurable equality objectives have been defined in the strategic plan.

ITINERA PROJECT S.R.L., based on the analysis of its business processes, has identified and established the principles to be observed for each of the aspects indicated.

These principles guide the processes intended to address:

- Existing gaps against the indicators established by UNI/PdR 125:2022;
- The needs of women within the organisation, regarded as the principal stakeholders in the system's tangible results.

AREAS:

RECRUITMENT AND HIRING

In recruiting and hiring personnel for its business activities, ITINERA PROJECT S.R.L. observes the following principles with a view to continuous improvement:

- Candidate selection must be gender-neutral;
- Selection criteria must consider personal qualities such as professionalism, competence, specialisation and experience;
- Selection must not include questions concerning marriage, pregnancy or family responsibilities;
- Selection must take into account the need for a balanced representation of women and men in the workforce;
- Executive, managerial, top-reporting and budget-holding roles must be distributed in a balanced manner;
- The remuneration attached to a position at the hiring stage must reflect duties and responsibilities and must not be influenced by gender;
- Selection must consider a balanced proportion of women and men whose contracts include variable remuneration.

CAREER MANAGEMENT

ITINERA PROJECT S.R.L. recognises that its economic results also depend on its people and intends all career development opportunities to be based solely on individual results and merit, regardless of gender. With a view to continuous improvement, it manages internal careers according to the following principles:

- The assignment of roles and duties must support gender-balanced leadership;
- Career paths must be designed and presented without distinction based on gender;
- Career paths are accessible to all personnel, who can transparently verify the maintenance of gender equality balances;
- The workplace must enable everyone, technologically and physically, to express themselves and must promote well-being in terms of safety and comfort;
- Training for skills and awareness development is fundamental to removing potential career barriers and restoring gender balance in leadership;
- Departures from the organisation, including dismissals, are carefully reviewed by monitoring turnover by gender;
- Promotions always take account of gender balance at the relevant functional level.

PAY EQUITY

At hiring and throughout each person's career, ITINERA PROJECT S.R.L. intends to ensure pay equity regardless of gender. It does not treat the costs of remunerating people of different genders asymmetrically. In determining, paying and amending remuneration, the organisation observes the following principles:

- Remuneration is determined according to role and responsibilities; any benefits or bonuses are based exclusively on recognised results;
- The criteria governing remuneration, bonuses and benefits are documented and accessible to all staff;
- Every staff member has the right to report any inequality.

PARENTHOOD AND CAREGIVING

ITINERA PROJECT S.R.L. intends not to create any obstacle to parenthood, supporting maternity and paternity through measures designed to meet the needs of those who must balance their work commitments with new parenting-related responsibilities. This commitment is based on the following principles:

- Maternity and paternity are supported through training, information and return-to-work programmes;
- Maternity is supported before, during and after childbirth;
- Paternity leave is promoted so that all eligible persons use the full statutory period;
- Return from leave is supported through specific reorientation initiatives.

WORK-LIFE BALANCE

ITINERA PROJECT S.R.L. intends to enable personnel to manage the time devoted to life and work through a balance that considers both business objectives and workers' psychological and physical well-being arising from greater freedom of self-determination. The principles underlying work-life balance are:

- Work-life balance measures are available to all personnel regardless of gender;
- The organisation adopts part-time arrangements and flexible working hours.

PREVENTION OF ABUSE AND HARASSMENT

ITINERA PROJECT S.R.L. rejects every form of abuse and harassment and applies a zero-tolerance approach through prevention and response measures. Its prevention activities are based on the following principles:

- Risks relating to abuse and harassment are identified;
- The organisation plans preventive actions in relation to those risks;
- Suspected or actual abuse and harassment can be reported;
- The organisation fully protects reporting persons against any subsequent retaliation;
- The organisation analyses and understands any incidents of abuse and harassment;
- Kind and gender-neutral communication is promoted.

COMMUNICATION

ITINERA PROJECT S.R.L. is committed to communicating its principles of respect and inclusion internally and externally, in compliance with UNI/PdR 125. The company promotes a culture of clear and transparent communication, using neutral, respectful and bias-free language.

Through effective communication, ITINERA PROJECT S.R.L. ensures that all employees are aware of company policies and procedures. The organisation is committed to maintaining a safe and respectful workplace for everyone, analysing and understanding all feedback in order to continually improve its practices.

Signature 
Management