

	POLICY Gender Equality	Management System Annex 1
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Lanartex Srl is committed to supporting the values of diversity, inclusion, and gender equality through the adoption of corporate, organizational, and managerial mechanisms based on respect for people's rights, freedoms, and dignity.

The company has implemented a UNI/PdR 125 management system. In fact, Lanartex operates according to **UNI/PdR 125:2022**, adopting an impartial approach and not admitting any form of direct or indirect, multiple, or interconnected discrimination based on gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social class, or religious belief.

The company promotes conditions that remove cultural, organizational, and material barriers that limit people's full expression and complete enhancement within the organization.

Lanartex Srl values its personnel and promotes the protection of their physical, moral, and cultural integrity through working conditions that respect individual dignity and behavioral rules.

The policy aims to foster a clear approach in terms of mission, strategies, and practices in order to stimulate a collaborative, supportive working environment open to contributions from all employees, thereby increasing trust among people, clients, and civil society.

The goal is to embrace diversity in all its dimensions, seizing opportunities and generating value within the workplace, while also achieving a competitive business advantage.

This policy reaffirms the company's commitment to respect and actively disseminate the principles set forth by current legislation, contractual provisions, and international standards, including:

- 2030 Agenda for Sustainable Development and the related SDGs,
- UN Global Compact and Women's Empowerment Principles,
- Universal Declaration of Human Rights,
- UN Conventions on the rights of women, elimination of racial discrimination, children's rights, rights of persons with disabilities,
- ILO Declaration on Fundamental Principles and Rights at Work and its eight core Conventions,
- ILO Convention on Violence and Harassment (June 2019).

Lanartex's commitment is to ensure that everyone feels included and can give their best, feeling truly part of society. This is implemented through a human resource management strategy that promotes an inclusive culture, enhancing uniqueness and equal access to growth opportunities regardless of role.

Specific operational procedures have been set up for personnel management and career development in a Gender Equality perspective.

At the communication level (marketing and advertising), Lanartex transparently declares its intention to pursue gender equality, value diversity, and support female empowerment.

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Lanartex fosters gender equality not only internally but also by privileging relationships and business partnerships with companies equally committed to diversity, inclusion, and gender equality.

Senior Management has appointed a competent resource (RSGQ) for managing the system.

Furthermore, to create active oversight in Gender Equality, a Gender Equality Steering Committee has been established, composed of the General Director, HR, and RSGQ.

The specific KPIs of the Gender Equality Strategic Plan are periodically reviewed by the Steering Committee to verify progress toward the set objectives.

This policy is made available for consultation in the “Download” area of our website.

CEO Patrizia Rosati
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