



DIVERSITY AND INCLUSION POLICY (Rev.00)

Green Power Systems' commitment on Diversity and Inclusion policies

Green Power Systems committed itself in upholding the values of diversity and inclusion through the adoption of corporate, organisational and management mechanisms based on respect for people's rights and freedom and with the objective of achieving UNIO PDR 15 certification by the end of 2024.

In this regard, the path undertaken aims at evolving the ways of dealing with diversity issues, moving from an approach aiming at the protection and integration of "diversity" to a pro-active strategy for overcoming any cultural stereotype and for identifying and solve the factors that prevent people from working inclusion.

The company acts according to impartiality and does not allow any form of direct or indirect, multiple or interrelated discrimination in relation to gender, age, sexual orientation and identity, disability, health status, ethnicity, nationality, political views, social category and religious faith. The company also promotes the conditions that allow to remove the cultural, organisational and material obstacles that limit people's full expression and their complete valorisation within the organisation.

Green Power Systems Srl preserve the value of its own staff and encourages its safeguard through working conditions that respect individual dignity and behavioural rules.

This document aims at developing a clear approach in terms of mission, strategies and active practices in order to stimulate a collaborative, supportive working environment open to contributions from all employees to increase the confidence of people, customers and society in general.

The goal is to supporting diversity in all its dimensions to make the most of the resulting opportunities and generate value within the workplace while also gaining a competitive advantage in business.

Diversity dimension

Diversity is a value that must be protected and encouraged with concrete and pervasive actions in all the organisational and management processes through the comprehension, inclusion and valorisation of one's own people differences.

Diversity enriches and opens up new ideas by multiplying the chances of generating innovative solutions: people coming from different cultures, social and generational backgrounds, skills, competences and experiences represent a distinctive value that enables debate towards multiple perspectives and allows to reflect and anticipate the needs of reference customers and stakeholders.

Green Power Systems commitment in nurturing the value of people, so that everyone feels included and can give the best of themselves, is embodied in a human resources development and



management strategy capable of promoting an inclusive culture to enhance the uniqueness of people and the access to the same opportunities of professional growth regardless of the role held within the organisation.

GENDER

The company valorises gender balance and overcoming any stereotypes, discrimination or prejudice in order to create the best conditions in which each person can best express themselves.

On a cultural level, Green Power Systems commits itself in increasing awareness-raising initiatives at all levels with actions aimed at overcoming unconscious biases.

Furthermore, it promotes policies and actions aiming at encouraging equal opportunities, work-life balance, sharing of family responsibilities and the removal of potential obstacles, including those connected to sexual orientation.

The company is committed in the contrast against gender violence and chose to provide itself with a protocol on sexual harassment and violence in workplaces in order to uphold the level of attention and control towards inclusion and autonomy paths aiming at reintegration of women victims of violence.

DISABILITY

The company recognises equal opportunities to all people regardless of sensory, cognitive and motor disabilities.

In this context, it commits in taking concrete measures to encourage the integration and inclusion of people with disabilities by valorising to the full their talent and competences within the company and by contributing to the breaking down of cultural, sensory and physical barriers.

Actions are aimed at encouraging the self-development of people with disabilities through formative actions and knowledge and competence-enrichment actions and at creating working places accessible through proper initiatives, instruments and aids (reasonable accommodations).

INTERCULTURALITY

In line with the principles set out in the Code of Ethics on the value that the integration of different cultures and experiences expresses, the Company commits itself in encouraging and systemise the mix of different cultures within itself through the promotion of an intercultural and open to a multi-level debate vision based on the organisational and social cooperation.

At the same time, this style of work promotes the competitive development of organisational, technical and process solutions in order to improve and identify the market positioning of the company. The goal is to bring together people with different cultures to uphold innovation, accelerate growth and lead to sounder decisions by communicating diversity and multiple perspectives connected to this relationship model in a transparent way.



APPLICATION OF COMPANY POLICIES

All Green Power Systems policies aim at spreading a corporate culture focused on the inclusion and valorisation of diversities in work places implemented through designing, developing and promoting diversity management initiatives.

On the basis of the principles asserted above, Green Power Systems intends to initiate specific actions to promote inclusion, develop a business plan that prioritises relationship models and processes that have a direct impact into developing and managing people:

- Spreading to all organisation's levels managing and leadership styles that make inclusion the cultural paradigm of reference through a responsible management of the work team too, for an increasing sensibility and acknowledgement of the value of differences;
- Defining a rule system aiming at the promotion and guaranteeing a work environment inspired by transparent, inclusive and equal opportunities behaviours towards people;
- Integrating the contributions of different corporate functions for the adoption of models and actions supporting the defined policies;
- Identifying cultural, organisational and relational obstacles that prevent full work inclusion as well as promoting the emergence of opportunities within and outside the company in terms of work policies too;
- Building work relations based on mutual respect and trust at all organisational levels;

Management plays a pivotal role to ensure equity, inclusion and non-discrimination by intervening whenever it is aware of behaviours not based on respect towards others.

Managerial behaviours must be oriented towards building conditions whereby each team member can express at the full his/her own contribution and potential also in compliance with any personal needs.

Managers must also strive to create a climate open to everyone's expression to foster innovation and the generation of new ideas and initiatives.

The role of the HR Manager function is equally crucial to ensure the long-term valorisation of diversities to all levels and during the stages of policy implementation.

In particular, at both central and territorial level, has the task of managing corporate life-cycle of people right from the entrance and monitoring their growth, evaluation and development by guaranteeing maximum equity and inclusion.

In this context, the Human Resources function (in concert with the Corporate Steering Committee) is called upon to act as an activator and promoter of a cultural and organisational change, strictly linked



with the staff and business functions who in turn will have the task of appropriating and internalising the values of diversity and inclusion in working relationships.

In particular, it is responsible for:

- Defining a selection strategy that takes into account Diversity & Inclusion principles and that guarantees the identification of the best talents available for all the organisation areas while respecting the equal opportunities and impartiality principle with the aim of facilitating the creation of a context in which the multi-level perspectives improve the achieving of corporate objectives, answering the challenges of a constantly evolving market.
- Ensuring equal development and professional growth opportunities according to meritocratic principles;
- Spreading a non-homologising culture and oriented towards the inclusion of diversity in all its forms and meanings through dedicated training plans, overcoming stereotypes, to highlight the added value brought by diversity and generate a pervasive mindset that facilitates hospitality, integration and the maximum expression from the least advantaged categories (e.g. parental needs, caregivers, staff with disabilities, etc.);
- Improving the organisational well-being, dialogue and people's motivation by strengthening the provision of services to support work-life balance conciliation needs e individual situations of fragility.

As part of the implementation of the Diversity & Inclusion policies, a pivotal role to identify an organisational culture open to inclusion and to diversities valorisation is attributed to internal communication.

MONITORING AND REPORTING

Green Power Systems verifies the effectiveness of the adopted approach mainly through dedicated tools which consist in regular risk identification and evaluation procedures, an infringement reporting system, penalty system and dialogue activities with stakeholders.

DIFFUSION AND UPDATING

This policy is communicated to all the employee staff even through dedicated and specific training sessions according to the areas of operation, roles and responsibilities and it is made available on the company website to all stakeholders, including collaborators, suppliers and partners.



Green Power Systems S.r.l. recognises the value of people and their differences through a diversified approach in HR Management that can ensure the same possibilities of professional growth to all the people in the company.

We believe that the creation of a more balanced and heterogeneous 'leadership pipeline' should be achieved and for this reason the contributions of both genders are fairly valued in the organisation's internal decision-making processes. Building a gender equality culture for Green Power Systems S.r.l. is at the basis of the human capital strategy, which is crucial to guarantee an excellent performance based on talent and long-term sustainability.

This policy is addressed to every Green Power Systems' employee and shared with all of its principal stakeholders with the objective of having a major impact in its own value network and being a point of reference for other corporate realities.

This document integrates the already existing Green Power Systems' Quality Policy and offers the guidelines to implement through praxis and processes for the creation of a work environment with equal gender opportunities in the entire cycle of selection, management, development and people's career.

1. Selection and Recruitment Process

Green Power Systems S.r.l. is committed to attracting and hiring people from diverse backgrounds and skills, pursuing gender equality during the selection and recruitment phases through the identification of a shortlist of candidates tending to be equal male-female. In the same time, Green Power Systems S.r.l. commits in highlighting the importance of meritocracy: experiences, capabilities and competences guide in the selection of the best candidates. The selection process is strengthened thanks to the adoption of a ISO9001 standardised methodology to guarantee equal opportunities in each of its phase.

The company also assures that the persons involved in the recruitment process, such as recruiters and managers receive an adequate training on gender equality and cognitive biases that can negatively impact the selection processes.

2. Annual performance appraisal system

The performance appraisal system encourages the constant dialogue between managers and employees, strengthening the commitment of each one with respect to the company's objectives and challenges. During the process the creation of development plans without any gender discrimination is promoted too, encouraging a constructive debate aimed at the empowerment thanks to the use of feedback intended as continuous improvement.

In the "final appraisal" phase the Direction, in concert with the various division responsible commits in verifying that the grading curves does not present gender discriminations.



Green Power Systems S.r.l. commits in including the Diversity and Inclusion dimension within the leadership model and consequently within the performance management system.

3. Training, professional development and communication

Green Power Systems s.r.l. offers equal opportunities of development without any gender discrimination defining transparent and coherent standards with the performances and talent development management processes.

Training processes directed to all the staff and aiming at the awareness on the theme of differences, gender equality, inclusion and impact on businesses are expected. Specifically, all the figures with roles of responsibility and work groups coordination are sensitized on themes regarding unconscious biases and the capability of communicating in an inclusive manner.

Green Power Systems s.r.l. involves, in an equal manner, in all initiatives and training courses both men and women in a training meeting at least once a year. The company firmly commits itself in encouraging and promoting women empowerment in order to guarantee a working context in which all the female employees can fully express their potential.

Finally, the company, paying particular attention to the use of an inclusive language, respectful of gender diversity and oriented towards promoting equity and inclusion, communicates its own commitment to all stakeholders also in case of any participations to events or through posts on online channels (website, social networks, etc.).

4. Valorisation of the potential and career paths

Green Power Systems S.r.l. promotes a culture based on meritocracy and on the respect towards people regardless of gender. The company assures that in the talent development processes and in the succession plans a proper selection of the employees belonging to the least represented gender occurs, with the objective of reaching gender balance in the management positions (but always guaranteeing focus on meritocracy).

Through talent development the company commits in ensuring that both women and men are equally represented in the internal appointment processes and so that the lists of candidates to internal positions are equally represented by both genders.

5. Short and medium-long term remuneration policy definition

Periodic remuneration interventions and short and long-term incentive systems are anchored to acknowledgement principles of attributed responsibility, achieved results and to the quality of the Professional support provided, taking into account the context and market references applicable to similar roles or comparable roles in terms of responsibility and complexity.



Green Power Systems S.r.l. guarantees equity and access opportunity to the same remunerative treatments to all employees, regardless of gender and promotes acts and behaviours complying with the culture of the Company, with the plurality principles, equal opportunities, people's knowledge and professionalism valorisation, equity and non-discrimination.

6. Management aspects related to organisation of work

The company commits in improving its employees' work-life balance in all personal and professional life phases through the support of employees during and after periods of long absence from work, avoiding any discrimination before and after the leave allowing its employees to keep in touch with the company during the same and guaranteeing their reintegration at the end.

Finally, Green Power Systems S.r.l. commits in preventing sexual harassment in workplaces through a path dedicated to the sensitisation on gender harassment that can create awareness among people and that can guide them in their daily behaviours. For this purpose, the organisation also prepared a channel through which the internal and external stakeholders can make reports of harassment or violence suffered by Green Power Systems S.r.l. personnel.

7. Termination of employment

Green Power Systems S.r.l. will provide itself with a clear and shared "exit interview" process for gathering qualitative feedbacks and to analyse them to promptly identify processes, means or aspects to be improved within the Company.

In this regard, particular attention is paid to people leaving the Company for reasons attributable to their gender (non-return from maternity leave, non-compatibility between family commitments vs professional life, etc.)

Sassocorvaro Auditore, 21/06/2024

Brugnetti Raffaele
(CEO Green Power Systems S.r.l.)

GREEN POWER SYSTEMS s.r.l.
Località MAIANO
61028 Caprazzino di Sassocorvaro (PU)
Partita IVA 02018810412
Tel. 0722.726411 R.A. Fax: 0722.720092