

# **Rai Way Gender Equality Policy**

**Luglio 2023**



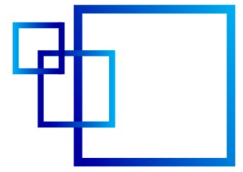
Rai Way S.p.A. (hereinafter, also referred to as the “Company”) - a leader in the Italian market of communication infrastructures and network services - is aware of the importance of creating and maintaining a work environment in which, in compliance with constitutional principles, gender cannot be a prerequisite for any form of discrimination and orients its human resources development strategy and consequent lines of action to ensure a culture and organisation that is inclusive and respectful of gender equality in the starting conditions, translating its commitment into ethical and behavioural principles and measurable objectives that ensure pluralism and the development of professionalism based exclusively on criteria of merit, ability and competence.

In the corporate perspective, gender equality, talent culture and female leadership contribute to the improvement of corporate performance, ensuring the diversity of visions, values and perspectives of Rai Way's human capital.

Rai Way's policy on gender equality (hereinafter referred to as the “Gender Policy”) falls within the framework of the strategic objectives and targets of the Company's Policy and Sustainability Plan, and represents its natural complement, an expression of the organisation's focus on the coherence of its practices and management models with respect to corporate values, in the sign of inclusion, social responsibility and work-life balance appropriate to the different phases of personal and professional life.

In pursuing this aim, Rai Way identifies and takes concrete action showing its commitment to the following objectives:

- *to develop, implement and introduce a Gender Equality Management System, compliant and consistent with the requirements of the UNI PdR 125:2022 Practice as a tool through which:*
  - *to focus and set precise objectives for each work phase of the female component within the company organisation;*
  - *to measure progress in a clear and standardised manner;*
  - *to certify the results achieved by following qualified and transparent processes*
- *to define measurable strategic objectives related to gender equality and women's empowerment;*
- *to define and implement appropriate dedicated organisational controls, in corporate governance and organisational structures, and processes for the selection, management and development of its human resources that guarantee equal opportunities of access, growth and career in the Company and equal pay for equal tasks and skills;*
- *to increase the percentage of the least represented gender in managerial positions, with reference to the gender workforce;*
- *to ensure compliance with applicable mandatory requirements, with particular reference to legislation on gender equality, parental protection and work-life balance;*
- *to adopt a system of benefits, welfare and institutions to protect maternity and parenthood as well as to improve the working inclusion of employees with disabilities and caregiver employees (carers of family members with disabilities);*

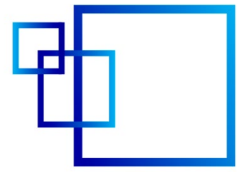


- *to promote models, initiatives, projects to enable its human capital to express opinions and create an inclusive environment, open to confrontation and dialogue and respectful of gender diversity;*
- *to implement adequate training at all levels of the organisation on gender issues and to remove gender stereotypes and biases;*
- *to ensure fair and equal participation in selection, onboarding, training and performance enhancement;*
- *to define and implement information and internal communication campaigns to increase the sensitivity and awareness of all Rai Way staff on the importance of inclusive language and behavioural lines;*
- *to support well-being and engagement by conducting periodic surveys (both standard and quick surveys) to gather sentiment and sensitivity on gender equality topics;*
- *to play an active role in the community by participating in dissemination and orientation courses on technical-scientific subjects at local schools to enable young women to learn about the opportunities offered by STEM pathways to enter and grow in the world of work;*
- *to support integration and non-discrimination policies, also in discussion with the Rai Way Equal Opportunities Commission;*
- *to open up to the external network to promote and foster the dissemination, participation and knowledge of inclusion initiatives;*
- *to adopt appropriate tools and processes to counter all forms of violence, abuse or harassment, physical, verbal and digital.*

*In accordance with the indicated objectives, Rai Way has decided to adopt a Gender Policy Management Model (hereinafter referred to as the “Management Model” or the “Model” for the sake of brevity) based on the principle of continuous improvement in order to generate a propulsive impact on corporate culture and productivity, having the following characteristics:*

- *it shall identify and implement an appropriate organisational model to govern gender diversity, with formalised roles and responsibilities within Rai Way;*
- *it shall actively listen, support and appropriately manage access, professional growth, training, information, acting promptly to intercept the needs of the female component and raise the standards of practices and services, in accordance with best practices, industry standards and mandatory regulations;*
- *it shall ensure adequate budgetary resources for the development of activities supporting women's inclusion and empowerment strategies;*
- *it shall define and implement monitoring processes to verify the effective implementation of the Policy, measures and identified objectives and targets.*

*Rai Way shows leadership and commitment to the Model:*



- *by promoting a corporate culture of inclusion and planning external and internal communication, training and networking on gender equality for all staff, including management levels;*
- *by ensuring that the Management Model is implemented, monitored, periodically reviewed and adequately communicated at all levels of the organisation.*