

## **GENDER EQUALITY POLICY**

**“We are a unique story”.**

Our adventure began in 1978, driven by passion, initiative, trust and innovation.

Every person is part of this story: from long-standing employees to new arrivals, we all contribute with our uniqueness and talent, growing together every day.

Founded in the heart of the Venetian Dolomites, we have taken our vision beyond national borders to reach the whole world. We feel deeply connected to the communities we interact with, guiding us in a responsible commitment to people and the environment.

It is with this perspective that at De Rigo Vision Spa we have chosen to believe in the value of every person, putting the same care and attention into our relationships as we do into the design and production of our eyewear collections.

Our **vision** is clear: to build a workplace where relationships are guided by respect, fairness and inclusion.

Processes and workplaces are designed so that people, with their talents and skills, are placed at the centre, regardless of gender, age, ethnicity, religious beliefs, abilities, emotional and sexual orientation, role and location.

However, looking at the national and international labour market in which the company operates, we are aware that women are not always adequately represented, remaining on the margins, especially in positions of responsibility and in rapidly developing sectors.

It is precisely because of this awareness, and in line with our values, that we are committed to pursuing the objectives set out in the UNI PdR 125:2022 standard, which we see as a real opportunity for change and the creation of a new culture based on gender equality.

### **OUR COMMITMENT TO GENDER EQUALITY**

The objectives and commitment of this Gender Equality Policy have been defined by Senior Management, in coordination with the Steering Committee, in accordance with the provisions of UNI PdR 125:2022.

In order to convey a commitment that effectively responds to a constantly evolving context, it will be subject to periodic reviews, audits and monitoring of the expected results.

The objectives, detailed in the Strategic Plan, cover the following areas:

#### **Recruitment, career management, pay equity:**

- people are a source of development and innovation.
- For this reason, recruitment processes, development plans and remuneration policies are based on objective elements, without discrimination or distinction of any kind.
- At De Rigo Vision Spa, we are committed to valuing the skills of each person, supporting them in their growth by building assessment and monitoring systems based on fairness and inclusion.

#### **Parenting, care, work-life balance:**

- promoting well-being is essential for creating a positive and proactive working environment.
- To pursue this goal, at De Rigo Vision we have put in place work-life balance measures that allow people to actively devote themselves to both their personal lives and their careers without sacrifice.

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### **Prevention of all forms of physical, verbal and digital abuse (harassment) in the workplace:**

- At De Rigo Vision Spa, we have a 'zero tolerance' approach towards all forms of abuse, harassment and discrimination.
- We promote an open, safe and transparent working environment in which everyone is encouraged to ask questions when they are unsure about how to behave in a particular situation and to feel comfortable raising ethical issues.

### **DISSEMINATION OF THE GENDER EQUALITY POLICY**

Within our networks, we are witnesses and promoters of our company's values.

For this reason, this Gender Equality Policy is shared with all company personnel, stakeholders, suppliers and the entire network of which De Rigo Vision Spa is a part, so that each person, thanks to their talents, skills and roles, can actively and more consciously contribute to the achievement of the objectives set.