

# GENDER EQUALITY POLICY

Commitment to Inclusion, Gender Equality and Integration

## Vision and Strategic Objectives

SCM FRIGO SpA firmly believes in the values of inclusion, gender equality, non-discrimination, and integration within corporate and social contexts. Diversity & Inclusion represent fundamental KPIs within the company's growth strategy.

By embracing the principles and values of the Beijer Group, SCM FRIGO operates with the conviction that the protection of human and labor rights, employee health and safety, gender equality, quality, sustainability, and the reduction of environmental impacts are key drivers of business success and people's well-being.

These values must permeate the corporate culture at all levels and involve all company functions and stakeholders.

Achieving gender equality and empowering women and girls, by promoting empowerment and eliminating all forms of discrimination and violence, is one of the Sustainable Development Goals of the UN 2030 Agenda, which SCM FRIGO is committed to pursuing within its operational context.

Through the implementation of a Gender Equality Management System in compliance with UNI/PdR 125:2022, SCM FRIGO formalizes its cultural and organizational model to achieve gender equality objectives and strengthen trust with its stakeholders.

## Focus Areas

### CULTURE AND STRATEGY

Definition of an inclusivity strategic plan, equity policies, communication procedures, and promotion of gender equality.

### GOVERNANCE

Appointment of a Gender Equality Steering Committee, allocation of a dedicated budget, and definition of objectives and strategies involving stakeholders.

### HR PROCESSES

Development and management of HR processes that promote inclusion, gender equality, and integration.

### OPPORTUNITIES

Enhancement of growth and development opportunities linked to the adoption of a gender equality model and definition of industry benchmarks.

### PAY EQUITY

Analysis and achievement of fair remuneration conditions, mitigation of the gender pay gap, including benefits, bonuses, and variable compensation.

### PARENTHOOD

Definition of policies supporting parenthood and return-to-work after maternity/paternity leave, strengthening work-life balance initiatives.

SCM FRIGO monitors gender-related performance indicators and implements actions to ensure gender equality, with the aim of protecting and valuing women's professional lives within the organization.

The company has defined specific policies with measurable gender equality

objectives, forming the basis of the Gender Equality Strategic Plan.

A Gender Equality Steering Committee has been established to oversee the implementation of initiatives to protect rights and prevent gender discrimination.

*This English version is a translation of the original document issued in Italian; in case of any discrepancy or doubt, the Italian version shall prevail.*

Gender Equality Policy (Summary Extract)

Issue Date: 12.11.2025

# Principles and Policies for Gender Equality

## Non-Discrimination in Recruitment and Hiring

- Job selection and recruitment activities must be gender-neutral and independent of family status or responsibilities, based solely on professionalism, expertise, specialization, and competence.
- Selection processes must ensure balanced female and male representation within the workforce.
- Leadership roles and positions with budget responsibility must be distributed in a balanced manner between men and women.
- Compensation defined at hiring must be based on duties and responsibilities and must not be influenced by gender.

## Gender Equality in Career Development

- Assignment of roles and responsibilities must consider balanced gender leadership.
- Career paths and their presentation must be gender-neutral.
- Career opportunities must be accessible to all employees, with transparent monitoring of gender balance.
- Training for skills development and awareness is a fundamental process.

## Pay Equity

- SCM FRIGO ensures pay equity by addressing the gender pay gap and considering compensation symmetrically across genders.
- Compensation is determined based on role, responsibilities, and achieved objectives (MBO).
- Salaries, bonuses, and benefits are transparently documented and accessible to employees.
- Compensation, bonus, and benefit criteria are documented and accessible.

## Parenthood and Caregiving

- SCM FRIGO supports maternity and paternity through initiatives that help employees balance work commitments and new family needs.
- Maternity and paternity are supported by training, information, and reintegration programs.
- Maternity is supported before, during, and after childbirth.
- Paternity leave is promoted to ensure all eligible employees use their full legal entitlement.
- Return from leave is supported by specific orientation initiatives.

## Work-Life Balance Policies

- Work-life balance measures apply to all employees regardless of gender, in line with assigned roles and responsibilities.
- The company adopts part-time solutions where possible, flexible working hours, and smart working.
- Remote connectivity is ensured for all employees working externally.

## Prevention of Abuse and Harassment

- SCM FRIGO rejects all forms of abuse or harassment and applies a zero-tolerance prevention and enforcement approach.
- The company implements concrete actions to identify risks and plan preventive and corrective measures.
- Employees may report abuse or harassment with protection against retaliation.



### Reporting

To ensure anonymity, reports can be submitted via email to [inclusion@scmfrigo.com](mailto:inclusion@scmfrigo.com) or through the whistleblowing system via the dedicated phone line **+39 049 270499**.

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