

## Gender Equality and Diversity Protection Policy

**Guerra SpA** has always been committed to fostering a safe, healthy, and respectful work environment for all individuals who contribute every day to the company's growth.

Starting in 2025, the company has chosen to strengthen its commitment by aligning with the requirements of UNI PdR 125:2022. This document reaffirms the principles that the company upholds and expects to be shared by all its stakeholders.

Outlined below are the commitments undertaken, which are also reflected in the company's Code of Ethics and Conduct:

- **Guerra SpA** promotes open dialogue, provided it is respectful of every individual, and safeguards individual rights and equal opportunities throughout the entire employee lifecycle, from recruitment to the termination of employment.
- **Guerra SpA** adopts a zero-tolerance approach towards any form of abuse—physical, verbal, or digital—and provides channels for submitting improvement proposals and/or reporting incidents of abuse.
- **Guerra SpA** guarantees equal opportunities for growth and training regardless of gender, age, ethnicity, culture, ideology, or physical characteristics, supporting women's empowerment.
- **Guerra SpA** supports the work-life balance of individuals, including, where possible, through the provision of flexible work arrangements. Furthermore, the company listens to and evaluates personal and family needs, particularly those of new parents.

The company continuously monitors its performance on Gender Equality and Diversity Protection matters, also collecting improvement inputs from both internal and external stakeholders, and revises its objectives accordingly, defining new ones when necessary.

Responsibility for the implementation of this Policy is entrusted to the **Diversity and Inclusion Steering Committee**, with coordination assigned to Ms. Ylenia Ripanucci, HR Office employee, deemed to have the necessary expertise to perform this role.

This Policy is publicly available, published on the company's website, and made accessible to all stakeholders upon request.

Date, 10/11/25

Firma Direzione  
