T.E.A.TEK S.p.A., in line with the provisions of its Code of Ethics and relevant standards/practices, is committed to implementing an integrated management system that promotes and guarantees gender equality and social inclusion. To this end, it aims to value diversity in all its forms and expressions at all levels of the organization and to promote female empowerment in business activities.

T.E.A.TEK S.p.A. integrates gender equality principles throughout the entire professional journey and all stages of employees' lives, from recruitment to retirement. The goal is not only to promote female representation in the workplace, but also to ensure equal career opportunities - including access to top positions - fair compensation, appropriate work-life balance conditions, and active engagement in the redistribution of family responsibilities between men and women.

T.E.A.TEK S.p.A. is also committed to creating a work environment that rejects stereotypes, unconscious bias, and any form of discrimination based on gender, age, sexual orientation, disability, ethnic origin, nationality, political opinions, social status, or religious beliefs. The promotion of a culture of inclusion and diversity is supported by the removal of cultural, organizational, and material barriers that hinder the full recognition and development of individuals within the organization.

To ensure the achievement and long-term maintenance of these objectives/commitments, T.E.A.TEK S.p.A. focuses on the following key areas:

- Recruitment and hiring
- Career management
- Pay equity
- Parenthood and caregiving
- Work-life balance
- Prevention of workplace harassment
- Generational diversity
- Disability inclusion
- Interculturality

These focus areas are aligned with social sustainability goals, including the promotion of inclusion, equal opportunities, pay equity, work-life balance, and the prevention of all forms of discrimination and abuse. These objectives foster an inclusive work environment and contribute to generating a positive impact at both the local and global levels

**RECRUITMENT AND HIRING**

T.E.A.TEK S.p.A. is committed to attracting and hiring people from diverse backgrounds and with various skills, respecting the principle of equal opportunities throughout the selection and hiring processes. By identifying a gender-balanced pool of candidates, T.E.A.TEK S.p.A. emphasizes meritocracy in hiring, considering experience, abilities, and skills as the key criteria for selecting the best candidates. The company takes an equitable approach to recruitment, ensuring impartial treatment of each candidate and preventing any form of discrimination or offensive behavior.
T.E.A.TEK S.p.A. prepares gender-neutral job descriptions and ensures its recruitment processes are open to both men and women. It also seeks to broaden the pool of potential employees through dedicated initiatives, such as collaborations with schools and employer branding initiatives, as well as forming synergies with universities to promote the company’s image as one that values diversity and inclusion.

**CAREER MANAGEMENT**

Throughout employees' careers, T.E.A.TEK S.p.A. guarantees equal opportunities for development and advancement based solely on personal abilities, competencies, and professional levels. The company seeks to maintain gender balance across the workplace, both in specific sectors and roles, while promoting diversity and the psycho-physical well-being of all personnel.
T.E.A.TEK S.p.A. offers targeted training programs aimed at developing and enhancing professional skills, including leadership courses, to help address and manage career barriers faced by both genders, ensuring gender balance in managerial positions. The company also ensures equal and balanced participation in these training and development opportunities, maintaining gender parity in representation.

**PAY EQUITY**

In compliance with collective labor agreements, T.E.A.TEK S.p.A. guarantees equal pay for employees regardless of gender, while also respecting the individuals needs related to gender, age, or sexual and cultural orientation.

**PARENTHOOD AND CAREGIVING**

T.E.A.TEK S.p.A. is committed to removing any obstacles to parenthood, supporting both maternity and paternity through initiatives designed to meet the needs of employees as they balance work with the new responsibilities of parenthood. The company ensures the maintenance of pre-leave working conditions and supports reintegration through targeted initiatives.
Specifically:

- Maternity and paternity are supported through programs focused on training, information, and reintegration.
- Maternity is assisted before, during, and after childbirth.
- Full enjoyment of maternity and paternity leave rights is guaranteed, with particular emphasis on encouraging the uptake of paternity leave by all eligible employees for the entire legally prescribed period.
- Return from leave is supported by specific reorientation initiatives.

**WORK-LIFE BALANCE**
T.E.A.TEK S.p.A. is committed to promoting work-life balance for its employees at all stages of their professional careers, through the adoption of flexible working policies, such as smart working and flexible hours, in accordance with applicable regulations. Simple and accessible procedures are in place to enable employees to manage their time efficiently, adapting to personal needs. Work meetings are scheduled at times that are compatible with balancing work and personal life, ensuring that all employees can take part.

**PREVENTION OF WORKPLACE HARASSMENT**
T.E.A.TEK S.p.A. provides regular training at all levels of the organization, focusing on promoting a corporate culture with zero tolerance for any form of violence, intimidation, discrimination, or harassment, including sexual harassment. The company is committed to creating a work environment where everyone feels protected, safe, and respected. To this end, T.E.A.TEK S.p.A. has a plan for the prevention and management of workplace harassment, which includes a preventive risk assessment and an analysis of reported incidents. The company promotes respectful, inclusive communication and periodically conducts employee surveys to assess whether anyone has personally experienced distressing behavior internally or in the performance of their work externally.

Anyone who believes they have been a victim of violence, discrimination, intimidation, bullying, or harassment, or who has witnessed such behavior, is encouraged to report it through the “Whistleblowing” channel, accessible at the dedicated web address: https://www.teatekgroup.it/whistleblowing/. Reports can be submitted anonymously without the need for registration or personal information, or in an authenticated manner by providing personal details, with confidentiality guaranteed.

**GENERATIONAL DIVERSITY**
T.E.A.TEK S.p.A. views the coexistence of different generations within the company as a valuable asset, offering an opportunity to embrace change, address societal and market evolution, and drive innovation. This is made possible by the knowledge, experience, and varying perceptions of work, roles, and relationships that characterize each generation. For T.E.A.TEK S.p.A., training and coaching are fundamental tools to promote communication and knowledge sharing between generations, fostering productive confrontation and enabling the transfer of knowledge and skills that allows differences to be recognized and accepted.

**DISABILITY INCLUSION**
T.E.A.TEK S.p.A. ensures equal opportunities for all employees, regardless of sensory, cognitive, or motor disabilities. In this context, it is committed to implementing concrete measures that facilitate the integration and inclusion of people with disabilities, fully valuing their talents and skills, while eliminating cultural, sensory, and physical barriers. These actions are aimed at supporting the self-development of individuals with disabilities through training programs and skill enrichment, as well as creating accessible working environments through appropriate initiatives, tools and aids.

**INTERCULTURALITY**
T.E.A.TEK S.p.A. considers the enhancement of the cultural diversity present within the company, stemming from ethnic origin, nationality, language, religion, marital status, social position, professional background, sexual orientation, and personal beliefs, as one of its fundamental objectives. Therefore, it is committed to fostering the integration of all existing cultures, promoting an inclusive and open corporate culture by valuing their unique characteristics and encouraging an intercultural vision based on organizational and social cooperation.
T.E.A.TEK S.p.A. is committed to fighting all forms of discrimination and prejudice, providing all individuals with opportunities for professional growth, and creating a work environment that embraces each person, recognizing their worth while respecting differences. This approach fosters the competitive development of organizational, technical, and procedural solutions, improving the company’s market positioning. The goal is to bring together people from different cultures to support innovation, accelerate growth, and lead to more solid decision-making, transparently communicating the diversity and multiple perspectives associated with this relationship model.

T.E.A.TEK S.p.A. adopts a monitoring system to ensure that its various processes comply with international best practices in Diversity, Equity & Inclusion, using indicators developed and managed within the Strategic Plan. Monitoring is carried out not only by verifying the specific objectives in this area, but also by reviewing reports and assessing the corrective actions implemented.

T.E.A. Tek S.p.A. is committed to ensuring that this Diversity, Equity & Inclusion Policy is disseminated and understood by all staff through regular meetings, communications, and training and informational activities. Additionally, the Policy is posted on the notice board and published on the website https://www.teatekgroup.it/politiche-aziendali/.

The Policy is reviewed annually during the activities of the Management System Review to assess its suitability and effectiveness. The responsibility for implementing the Policy is entrusted to the Social Responsibility and Inclusion Committee.

T.E.A. Tek S.p.A., through the Supplier Code of Conduct, raises awareness among all its suppliers about the Principles regarding Diversity, Equity & Inclusion, outlining the expected behaviors to ensure they are always based on the principles of inclusion, respect, and meritocracy.
Furthermore, T.E.A. Tek S.p.A. provides its suppliers with an evaluation questionnaire that examines, among various merit criteria, their commitment to inclusion and the fight against all forms of discrimination and harassment. Additionally, the positioning of suppliers in major international indices and the acquisition of certifications dedicated to inclusion themes are highly valued.

Acerra (NA), June 26th, 2025

The Chairman of the Board of Directors of T.E.A.TEK S.p.A.

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